

JOURNAL OF THE CESE OF OLYMPIA

83RDANNUAL CONVENTION
OCTOBER 22 & 23 1993

BX 5918 .06 A1 1993





JOURNAL OF THE 83RD ANNUAL CONVENTION OF THE

DIOCESE OF OLYMPIA

OCTOBER 22 & 23 1993 TACOMA, WASHINGTON

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SECTION

1993 CONVENTION MINUTES

AGENDA

83RD ANNUAL CONVENTION OF THE DIOCESE OF OLYMPIA

VISION: "To become one people of God who proclaim boldly by word and action the reconciling Gospel of Jesus Christ"

FRIDAY OCTOBER 22, 1993

*8:30 am Celebration of Holy Eucharist

* 9:30 am

	Call to OrderThe Rt. Rev. Vincent Warner
1.	Greeting from Host Parish The Rev. Kent McCulloch
2.	Certification of Quorum
3.	Declaration of Convention Organized for BusinessBishop Warner
4.	Report of the Committee on Dispatch of Business
5.	Nomination & Election of Secretary of Convention The Rev. Charles Ridge
6.	Appointment of Assistant Secretaries The Rev. John Schaeffer
7.	Appointment of the Chancellor and Vice-Chancellor Bishop Warner
8.	Appointment of Convention Committees/CommissionsBishop Warner
9.	Nomination and Election of the Ecclesiastical Trial CourtBishop Warner
10.	Report on Admission of new Missions/ParishesMr. Walter Hansen
11.	Report of the Committee on Privilege The Reverend Guy Sherman
12.	Report of the Nominating Committee The Reverend Charles Ridge
	Nomination and Election of Convention Officers,
	Nomination of Standing Committee,
	Diocesan Council, Cathedral Chapter
13.	Resolutions of Courtesy The Reverend Morris Hauge

Break

*11:00 am

- 14. THE BISHOP'S ADDRESS
- 15. Reflections on the Bishop's Address (in table groups)
- 16. Noonday Prayers
- 17. First Ballot (on the way to lunch)

12:30 pm Lunch

FRIDAY AFTERNOON

CONVENTION RECONVENES *1:30 pm

18. Bishop's Cross Presentation Emory and Ina Mae (Scotty) Emmes Emmanuel, Orcas Island

Barbara Fox, Secretary and 19. Report of the Diocesan Council The Rev. Joan Anthony

Bishop Warner 20. Recognition of Retiring Council Members 21. Report of the Personnel Committee Don Wing, Chair

The Rev. Curtis Zimmerman 23. 1994 Budget Presentation

24. Report on Resolutions Pertaining to the Assessment

The Rev. Morris Hauge Lyn Goetz, Diocesan Council 25. Resolution on Assessment Rate Factor for 1995

26. Second Ballot

Break

27. "Sharing Our Ministry" St. Columba's, Kent The Rev. Jack Erskine, The Rev. Maggie Erskine,

Chuck Hamilton

Reflection (in table groups)

28. Report on Additional Resolutions The Rev. Morris Hauge

29 Order of Service for the Evening

CONVENTION RECESSES

6:00 pm Social Hour (No Host Bar)

7:00 pm Banquet Master of Ceremonies-The Rev. Kent McCulloch

8:00 pm "Sharing Our Ministry" Youth of the Diocese

Master of Ceremonies Bill Tubbs

St. Mary's Church Choir 9:00 pm Compline

9:15 pm Socializing and Dancing

SATURDAY, OCTOBER 23, 1993

CONVENTION RECONVENES * 8:30 am

30. Report of the Second Ballot

31. Scripture Reflection: Ephesians 3:7-12

32. Report of the Treasurer

33. Report of the Board of Directors

34. Recognition of Retiring Board Members

35. Report of the Diocesan Investment Fund

36. Report of the Committee on Resolutions

37. Third Ballot (if required)

Denny Bacon

Colleen Broaddus

Bishop Warner McCall Richey

The Reverend Morris Hauge

Break

38. Recognition of New Clergy & Staff

(a) new clergy

(b) retiring clergy

(c) new licensed clergy

(d) candidates, postulants, & deacons

(e) new staff

39. Special Order of Business

Bishop Warner

Bishop Warner

*11:30 am Celebration of Holy Eucharist

12:30 pm LUNCH

* 1:30 pm **CONVENTION RECONVENES**

40. Report of the Third Ballot

41. Report of the Committee on Constitution & Canons

42. Report of the Archivist

43. Report of the Commission on Stewardship and Development

Douglas Oles Peggy Hansen

Peggy Habegger, Chair

Jean Leed, Director

44. Bishop's Cross Presentation Mr. Walter Bryant St. John's, Olympia

45. Report of the Insurance Committee

46. Report of the Cathedral Chapter

47. Report of the Episcopal Retirement Homes of Western Washington

48. "Sharing Our Ministry"

St. Paul's (Bremerton) Canterbury Manor

49. Report of the Committee on Human Sexuality

50. Action on Additional Resolutions

4:15 pm An Order for the Blessing of Travellers

Bill Meacham, Chair Leslie Scott, Secretary

Frank Flannigan

The Rev. Stephen Wendfeldt The Rev. Randal Gardner & Carol Teays, Co-chairs The Rev. Morris Hauge

ADJOURNMENT 4:30 pm

MINUTES OF THE 1993 CONVENTION OF THE DIOCESE OF OLYMPIA

FRIDAY, OCTOBER 22, 1993

- * 8:30 am Celebration of Holy Eucharist
- * 9:30 am CALL TO ORDER

The Rt. Rev. Vincent W. Warner called the Convention to order at 9:39 am with prayer.

1. GREETINGS FROM HOST PARISH

The Rev. Kent McCulloch, Rector, St. Mary's Church, Tacoma extended a warm welcome to all present at convention on behalf of himself and St. Mary's congregation. Father McCulloch reviewed housekeeping guidelines.

2. CERTIFICATION OF QUORUM

The Rev. John Schaeffer, Secretary of Convention, stated that he had satisfactory evidence a canonical quorum of clergy and congregations were present and moved for the consent of Convention to dispense with the calling of names. The motion was seconded and **PASSED**.

3. DECLARATION THAT CONVENTION IS ORGANIZED FOR BUSINESS

The Rt. Rev. Vincent W. Warner, Bishop of Olympia, President of Convention declared that Convention was organized for business.

Bishop Warner reviewed specific Rules of Convention as found in Document 93/B/2, received by lay delegates and clergy in a Convention mailing. Convention was reminded that the closing time to receive new Resolutions was 3:30 pm today.

4. REPORT OF THE COMMITTEE ON DISPATCH OF BUSINESS

Mrs. Mary O. Haller, Chair, Committee on Dispatch of Business, presented the Dispatch of Business, document 93/B/1, with the request to move the Constitution and Canons report to follow item 13, Courtesy Resolutions, on the agenda. It was moved, seconded and **PASSED** that the Dispatch of Business be accepted as adjusted.

5. NOMINATION AND ELECTION OF SECRETARY OF CONVENTION

The Rev. Charles Ridge, chair, Nominations Committee placed the name of The Reverend John G. Schaeffer, Rector, St. Luke's Church, Renton in nomination for Secretary of Convention. Moved, seconded and **PASSED** to close the nominations. Motion was moved, seconded and **PASSED** all in favor.

The Reverend John G. Schaeffer, was elected Secretary of Convention.

The Rev. John Schaeffer requested the approval of Pearl M. LaRonde, Julie Tarter, Linda Wilhoit, Barbara Brower as Assistant Secretaries of Convention. Moved, seconded and **PASSED**: Convention approved the appointments.

- 7. **APPOINTMENT OF THE CHANCELLOR AND VICE-CHANCELLOR**Bishop Warner requested the approval of Convention on the appointment of the Honorable Donald Mullins, Esq. as Chancellor for the Diocese of Olympia. By motion made, seconded and **PASSED** the appointment was approved. Bishop Warner requested the approval of the appointment of the Honorable Duncan Bayne, Esq. as Vice Chancellor for the Diocese of Olympia. By motion made, seconded and **PASSED** the appointment was approved.
- 8. **APPOINTMENT OF CONVENTION COMMITTEES/COMMISSIONS**Bishop Warner asked and received Conventions acceptance by title of the Committees and Commissions presented in <u>1993 Convention Committee</u> document <u>93/B/5</u>, (page 69) along with the following appointments:

Commission on Ministry -

The Reverend Carol Ludden 1st full term
The Reverend John Lambert 2nd full term

Mr. Samuel Fleshman, Standing Committee

Board of Directors

Mr. McCall Richey
Mrs. Carol Everson
1st full term
1st full term

Pension Board

The Reverend Fred McLaughlan 1st full term
The Reverend Douglas Pollock. 1st full term

9. NOMINATION AND ELECTION OF THE ECCLESIASTICAL COURT

Bishop Warner nominated the following to serve on the Trial Court.

The Honorable Eugene Wright

The Honorable George Revelle

The Honorable James Magee, Esq.

The Reverend Stanley Fowler

The Reverend David Jackson

The Reverend Kent McCulloch

By motion made, seconded and PASSED the nominees were elected.

10. REPORT OF THE COMMITTEE ON ADMISSION OF NEW MISSIONS AND PARISHES.

Bishop Warner called on the Chair, Mr. Walter Hansen, Church of the Resurrection, Bellevue to present the report.

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Prior to presenting the following report, Mr. Hansen requested Document 93/B/5 be corrected to show The Reverend Scott Miller as a member of the Committee on Admission of New Missions and Parishes.

"This year our committee has reviewed petitions from two congregations requesting union with Convention. We found that both have acceptably met the requirements of Canon 11 and Article XV of our Constitution and Canons. We recommend your approval of their requests for union with Convention. Motion concerning each congregation will be presented in the order in which their petitions were received and accepted by the Bishop. Please listen attentively, as both have chosen the name, Grace Episcopal Church.

The Bishop certified the Island Episcopal Community as duly organized June 24, 1993, with The Reverend William Maxwell named as Interim Vicar. Mr. Scott Lawrence was chosen as Senior Warden and the name, Grace Episcopal Church, agreed upon. Therefore, the following motion is introduced for your action at this time".

It is moved that Grace Episcopal Church on Bainbridge Island, Washington be admitted into union with Convention as an organized mission congregation. The motion was seconded and **PASSED**.

Grace Episcopal Church, Bainbridge Island, is admitted into union with Convention as an organized mission.

"The Bishop certified that Grace Episcopal Church in Duvall, Washington was duly organized on August 15, 1993. The Reverend Geoffrey Ethelston was named Vicar and Mr. Arthur Mabbot the Senior Warden. As all necessary requirements are in order, the following motion is introduced for your action at this time".

It is moved that Grace Episcopal Church in Duvall, Washington be admitted into union with Convention as an organized mission congregation. The motion was seconded and <u>PASSED</u>.

Grace Episcopal Church, Duvall is admitted into union with Convention as an organized mission.

Bishop Warner stated that our growth and community are a sign of our health, and that Christ was being proclaimed. Representatives of both congregations were invited to come forward to be warmly welcomed by the Convention. Barbara Westbrook, representing Overlake Convocation, presented a gift of a chalice and paten to Father Ethelston for Grace Church, Duvall.

The Rev. William Maxwell, speaking for Grace Church, Bainbridge Island, commented that there is no doubt the origins of this particular Grace Church were troublesome and sad but one of the great things about the Christian faith

is our belief in death and resurrection. There has been a little death but a lot of resurrection going on. That process is well on its way and this congregation, absolutely committed to becoming one people of God is delighted to be part of that process.

The Rev. Geoffrey Ethelston, speaking for Grace Church, Duvall, expressed thanks to the Diocese, and particularly to the members of Overlake Convocation for all the support given as this mission developed. An invitation was extended to come and visit the mission, which is situated in the lower Snoqualmie Valley nestled against the foothills.

The Bishop invited members from the following Developing Congregations and Special Ministries to stand and be welcomed by Convention: St. Germain, Hoodsport; Holy Spirit, Battle Ground; Grace Ministry, Kent; Saints Martha and Mary, Pike Market Ministry, Seattle.

11. REPORT OF THE COMMITTEE ON PRIVILEGE.

Bishop Warner called on The Reverend Guy Sherman, Chair, to present the report.

Father Sherman moved document 93/B/6 (see page 68) requesting seat and voice for the people listed, with the addition of Mr. Colin Overton, Task Force on Racism for seat and voice. Motion seconded and **PASSED**.

12. REPORT OF THE NOMINATING COMMITTEE.

Bishop called on the Committee Chair, The Reverend Charles Ridge, Rector, Church of the Ascension, Seattle, to make the report.

Father Ridge placed the name of Mr. Denison Bacon, Church of the Ascension, Seattle, in nomination for Treasurer of the Diocese of Olympia.

It was moved nominations be closed and Denison Bacon be elected as Treasurer by acclamation. Seconded and <u>PASSED</u>.

Mr. DENISON BACON was elected TREASURER.

Father Ridge placed the name of The Reverend William (Bill) Bertolin, All Saints, Seattle, in nomination for Historiographer of the Diocese of Olympia. There being no further nominations the Bishop declared the nominations closed. The motion was seconded and **PASSED**.

The Reverend WILLIAM BERTOLIN was elected HISTORIOGRAPHER.

Father Ridge placed the name of Mrs. Peggy Ann Hansen, Church of the Resurrection, Bellevue, in nomination for the Archivist of the Diocese of Olympia.

There being no further nominations the Bishop declared the nominations closed. The motion was seconded and PASSED.

Mrs. PEGGY ANN HANSEN was elected ARCHIVIST.

NOMINATIONS FOR THE STANDING COMMITTEE:

in the <u>clerical order</u> John Lambert, Bellevue Joann L. Paolozzi, Epiphany, Chehalis William Riker, St. Benedict's, Lacey John Thompson, St. Thomas, Medina Hollis R. Williams, Trinity, Everett

in the <u>lay order</u> Joanna Neshiem, St. Barnabas, Bainbridge Island Al Pomeroy, Christ Church, Puyallup

Nomination from the floor in the lay order
Irene Gold, St. Paul's, Bellingham, moved and seconded
Nominations declared closed and ballots ordered to be prepared.

Father Ridge reviewed the process for two elections in the clerical order for the Standing Committee, the ballot with the highest number of votes to fill the four year term, the second highest will fill a one year unexpired term. It was moved, seconded and <u>PASSED</u> that this procedure be accepted.

NOMINATIONS FOR THE DIOCESAN COUNCIL:

in the <u>clerical order</u> Morrill "Woody" Peabody, St. Thomas, Medina William Sell-Lee, St. Luke's, Sequim

in the <u>lay order</u>
Lyn Goetz, Resurrection, Bellevue
Allen K. Haller, St. Columba, Kent
James A. Manning, Trinity, Seattle
Harry M. Strong, Epiphany, Seattle
Drury Wood, St. Christopher's, Westport
Nominations moved, seconded, <u>PASSED</u> to be closed, ballots prepared.

A point of clarification was noted, document 93/C/2-5 the report on Harry Strong was in error. Mr. Strong served on the Assessment Review Committee and attended Harvard Business School.

NOMINATIONS FOR THE CATHEDRAL CHAPTER:

in the clerical order
Kevin Smith, St Catherine's, Enumclaw
in the lay order
Jean Gray, St. Mary's, Tacoma
Nominations moved, seconded, PASSED to be closed

Moved, seconded, candidates for the Cathedral Chapter, in both orders, be elected by acclamation. **PASSED**

Elected to the Cathedral Chapter are KEVIN SMITH and JEAN GRAY

13. **RESOLUTIONS OF COURTESY**

The Reverend Morris Hauge introduced the Resolutions of Courtesy as document 93/G/3 with the following changes; (page 71).

Resolution 2. changed to read, BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia send its greetings to the Right Reverend David Cochran, retired Bishop of Alaska, and to Mary, his wife; to the Right Reverend Charles Burgreen, retired Suffragan Bishop of the Armed Forces, and his wife Helen, and condolences to the Right Reverend Lane Barton, Retired Bishop of Eastern Oregon on the death of his wife, Polly, with thanksgiving for their ministry among us.

Resolution 7. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia express its gratitude and appreciation for the life and ministry in this diocese, of The Reverend E. John Langlitz, who died last Monday; and extend our condolences and assurance of prayers to Ann his wife, their four daughters and families.

The Resolutions of Courtesy were moved, seconded and PASSED.

Bishop Warner led convention in a prayer for John Langlitz and his family.

41. **REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS**The Bishop called on Douglas Oles, Chair of the Committee, to present the report.

Mr. Oles reported that the committee reviewed a number of proposed changes to the Diocesan Constitution and Canons since the last Annual Convention. Some proposals were edited for clarity and to avoid inconsistencies between the various canons. Some proposals were deferred for later consideration. The following are recommended for consideration at this Convention.

CONSTITUTION, ARTICLE XII, SECTION 4(a):

Article XII, Section 4, establishes a procedure to narrow down the number of candidates for General Convention Deputies and Alternates if the required number of positions have not yet been filled after three ballots. Based on some confusion that arose at last year's Annual Convention, the Committee was asked to clarify that the number of candidates is reduced by comparing total numbers of third ballot votes received in the two orders combined.

The proposed change follows:

The number of candidates from each order shall be reduced to two more than the total number of Deputies and Alternates remaining to be elected in [each] that order.

They shall be determined according to the total number of votes received by each candidate in the third ballot.

The committee recommends passage of this amendment. Articles to be effective require adoption at two Annual Conventions (see Constitution, Article XII).

The adoption of Article XII, Section 4(a) was moved and seconded. Voting was done by orders. Lav Order PASSED Clerical Order PASSED

ARTICLE XII, SECTION 4(A): as adopted for the first reading is as follows:

The number of candidates from each order shall be reduced to two more than the total number of Deputies and Alternates remaining to be elected in that order. They shall be determined according to the total number of votes received by each candidate in the third ballot.

First reading October 22, 1993. Second reading at the 1994 Convention.

CANON 12, SECTION 1(e):

The Committee was asked to assist in revising this Canon to improve the rate of congregations compliance with the requirement for an annual "audit". It was determined that some problems may arise because the Canon refers to requiring an "audit" rather than the checklist review that is actually requested from each congregation. The reference to "other institutions" is deleted as being vague and unnecessary.

The amendment is drafted to reflect the actual and intended procedure in our Diocese. Specific proposed changes are as follows:

All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. [All] The accounts and business records of Parishes [,] and Missions [or other institutions] shall be [audited] reviewed annually by an independent Certified Public Accountant, [or Independent Licensed Public Accountant] or by such audit committee as shall be authorized by [the Finance Committee, Department of Finance, or other] the appropriate [D] diocesan authority.

The Diocese may from time to time provide checklists and /or forms that shall be used by Parishes and Missions in the review of their accounts and business records. All reports of [such] audits or reviews pursuant to this Canon

Lincluding any memorandum issued by the auditors or audit committee regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum,] shall be filed with the Bishop [or Ecclesiastical Authority,] not later than 30 days following the dates of such reports, and in any event not later than September 1 of each year covering the financial reports of the previous calendar year.

The Committee recommends adoption of the amendments to Canon 12, Section 1(e)

Amendment, Par 2, moved, seconded to restore the wording,.... Ecclesiastical Authority. The amendment <u>failed</u>
Amendment, Par 2, moved, seconded shall be filed with the Office of the Bishop... The amendment <u>PASSED</u>

Amendment, Par 1 moved, seconded ...the appropriate diocesan authority, delete the word "diocesan" to read the appropriate authority. The amendment failed

It was moved, and seconded this Canon be adopted as amended. Voting by orders Clerical Order - PASSED Lay Order PASSED.

CANON 12, SECTION 1(e);

All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. The accounts and business records of Parishes and Missions shall be reviewed annually by an independent Certified Public Accountant, or by such audit committee as shall be authorized by the appropriate diocesan authority.

The Diocese may from time to time provide checklists and/or forms that shall be used by Parishes and Missions in the review of their accounts and business records. All reports of audits or reviews pursuant to this Canon shall be filed with the Office of the Bishop not later than 30 days following the dates of such reports, and in any event not later than September 1 of each year covering the financial reports of the previous calendar year.

Break.

14. THE BISHOP'S ADDRESS

The theme of this 83rd Convention is: Proclaiming the Good News, Together. We are living into the Vision of this Diocese to become one people of God who proclaim boldly, by word and action, the reconciling Gospel of Jesus Christ.

It is my intention to begin today by recalling the foundations on which we as Christians and Episcopalians build, and out of which we proclaim the reconciling Gospel: the values, the faith, the principles which hold us together, framing our actions and guiding us in our proclaiming.

But first, even before we look at the foundations, it is important to focus on the context in which we find ourselves. Looking at our global society it is easy to say, as did Paul Tillich in his great sermon, that the foundations are shaking. It is clear when you look at Russia, or Central and South America, the Middle East or South Africa, that the whole global community is in the midst of the shaking of foundations. Our life on the edge of the Pacific Rim reminds us daily of the shifting of perspectives. In the midst of Puget Sound, in November, the President's Asian American Economic Conference will occur. The speed of change, the rapid access to information and the technological advances which move us everyday light years from the day before, all give a sense of urgency and buoyancy which often leaves us feeling cut off from our foundations and feeling out of balance. To say, "go with the flow" may feel more like a constant trip down Wallace Falls. All around us structures are reframing, corporate culture is radically changing. We live in an age of great foundational change. We in this Diocese are called to engage in this work with it and move through it toward transformation.

As Christians, the image of water flows through our being. We are born into our lives out of water. We are born into Christ through the water of Baptism. The Thanksgiving over the water in the sacrament of Holy Baptism recalls that imagery.

We thank you, Almighty God, for the gift of water.

Over it the Holy Spirit moved in the beginning of creation. Through it you led the children of Israel out of their bondage in Egypt into the land of promise. In it your Son Jesus received the baptism of John and was anointed by the Holy Spirit as the Messiah, the Christ, to lead us, through his death and resurrection, from the bondage of sin into everlasting life.

We thank you, Father, for the water of Baptism. In it we are buried with Christ in his death. By it we share in his resurrection. Through it we are reborn by the Holy Spirit.

As Episcopalians in the Diocese of Olympia we encounter water wherever we travel. The natural creation in which we live is a constant reminder of the God given water of life, of death, of renewal and rebirth. It is not accidental that the diocesan shield depicts the blue water upon which is set a ship under full sail.

Think, for awhile, of the Diocese of Olympia as a ship. The church, this Body of Christ, carried along on the seas of change. We are steering this vessel through waters which are unchartered. The buoy markers are visible at times. Other times there are no landmarks to tell us when we are steering into treacherous waters.

I was recently in Detroit, Michigan, for a wedding. The day before the wedding we were with old friends and members of the wedding party on a forty foot boat, going for a ride. The father of the bride was given the chance to take the helm, which he did. While steering and talking with everyone else on the bridge he went to the point where, when we looked over the side, we saw treacherous rocks underneath us, only a foot or two below the bottom of the boat. When someone called this to his attention, he immediately corrected our course and was able to get back into deeper water. Someone asked how he could have steered himself into that position and he said: "I thought I was supposed to be to the right of the buoys, not the left."

As I thought back about that day it seemed to me that as the Church travels through this time of change, we don't always know whether we should be to the right or the left of the buoys. Sometimes we find ourselves in treacherous waters, before we realize it. Often the obstacles which threaten our safe passage are in the shallows and the narrows. And we have to correct our course and steer again into the deep waters of faith, claiming the middle of the channel.

Transformational change is happening in all of society. Certainly business and industry are facing into great change as well. As a matter of fact, there are many signs that business may be ahead of the curve in terms of change, and we can learn from them as they have learned from religion. Those who are in leadership in business know that they have to change the structures of the corporation. In an article from The Wall Street Journal, of March 29, 1993, referring to the new CEO of Tenneco, Michael H. Walsh, it says, "...At that point Mr. Walsh understood what he had to do. Rip out layers of stifling protocol, wipe away acceptance of the status quo, and undo years built of cynicism about efforts to improve. Says Mr. Walsh, 'I arrived to find a big behemoth of the sort that tries two things on anyone who wants to change: it waits you out, or it wears you out."'

I believe that many in the corporate world are neither not waiting nor being worn out. I recently was at a luncheon with two executives from Weyerhaeuser Company, Charley Bingham, Executive Vice President, and Lynn Endicott, Vice President with responsibility for Wood Products Transportation and Purchasing. It was interesting for me to hear them say, "Those of us in industry are focusing on values that come from our religious heritage to achieve our vision." Vision and values — these are words we use very much in our religious circles. Is industry doing a more effective job with our foundations than the church, or is the Holy Spirit simply moving into new places of inspiration and therefore the church, which is God's people, is having a far greater impact than we know. After all, according to one article in Training Magazine. "The Search for Leadership in the Workplace," "...The unifying strand that meanders through much of

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the recent writing and thinking about the spirit in the workplace is the concept of servant leadership."

As Christians we know that concept is drawn initially from an early source, the Gospel of Luke. More recently it was the foundation for Robert Greenleaf, whose life work was writing and teaching about servant leadership. Greenleaf was grounded in the Christian understanding of Luke. He also drew on the Prayer of St. Francis, "Lord, grant that I may not seek so much to be understood as to understand."

The nature of leadership and power for Christians "is discovered in identification with Christ's way of self-emptying, self-sacrifice, suffering and solidarity with all victims of human heart or natural affliction, in self-oblation to the will of the Father. The church as a whole, in its structures and ministries, must exercise power in accordance with the model of Christ's self-emptying and sacrificial love, giving voice to the voiceless, hope to the hopeless, and power to the powerless. No organization, including the church, can exist without some form of structure and patterns of authority. But the church must uphold a model of power that challenges the worldly model of dominance Many Christians have lost sight of the fact that they are Christ's servants in the world, and that the church becomes the church in serving the world. An essential aspect of the renewal of the church is a focus of this vocation to be the church in the world. In the real sense, the task before the church in its renewal for mission is the formation of servant leadership." (By Word and Deed, "The Work of the Spirit in Christian Formation," by Sehon Goodridge.)

This yearning for a spiritual connection in the workplace is reflected by Steven Covey, author of <u>The Seven Habits of Highly Effective People</u>, who has said, "...Something very, very profound is going on. There's a true metamorphosis inside our society. I haven't any question about it at all. People have had it with giving their whole lives to a business. I'm sensing a lot of imbalance, and aware of a hollowness in people's lives. People are aware that there are no quick fixes, there's no instant way to deal with the pain, people are feeling a need for values and principles that don't change." It sounds like today's thinkers in the workplace are looking for the foundations that we have within our community of Christ.

In the words of the hymn we sang this morning: "The Church's one foundation is Jesus Christ her Lord, she is his new creation by water and the word." In another hymn we sing: "Christ is made the sure foundation, Christ the head and cornerstone."

There is no wavering or shaking of that foundation. Christ has Risen. Christ is with us. Christ leads and guides us. The wavering and shaking comes from us. When we forget that every waking moment of our lives is God's moment, that we are claimed, in our baptism, by Christ. We sometimes lose sight of the Gospel call for us.

This call, this foundational relationship, is to be in community — in communion — with Christ and with the fellowship of each other. Our life in our homes, in our churches, our Diocese, this gathering, centers on faith in Christ

resurrected. The unshakable foundation is Christ. A prayer in the service of Compline recalls that for us: "be present, O merciful God, and protect us...so that we who are wearied by the changes and chances of this life may rest in your eternal changelessness; through Jesus Christ our Lord."

This koinonia — translated from the Greek as communion or community — is central to our lives. John Westerhoff, in his monograph "A People Called Episcopalians" sums it up this way:

Anglican (Episcopalian) spirituality is rooted in communal daily prayer...as found in The Book of Common Prayer... Intended to shape our relationship to God, our common prayer is informed and shaped by the Scriptures...For this reason before decisions are made by the church, meeting in council or convention, the community gathers in the context of communal prayer and meditation on the Scriptures so that the Holy Spirit might inform and influence our decisions, prayerfully listening to and pondering the discernment of others, especially the least among us.

For Anglicans there are two great sacraments: Baptism and Eucharist...We depend upon the sacraments and sacramental actions to make Christ present to us, that is to make us aware of God's presence and action in our lives. Through our participation in the Eucharist we are reconstituted as Christ's body, infused with Christ's life and empowered to be Christ' presence in the world. We come to experience life in God, where all people are restored to unity with God and each other in Christ, and where God's will is known and done, so that we can return to our daily lives and work as a sign and witness to God.

So if that's the way it is, why does it seem so treacherous in the waters of life? What is really shaking? What is happening is the shaking of our way of living out that sign and witness to God's action in our lives. Do we live the faith, the values, the principles we believe?

Christ is risen. We are redeemed. How then do we express that reconciliation with God to each other and the world, God's world, where we live and move and have our being?

Living into what that means for us as a church and a diocese is what we have been, are, and will continue to be about for the days and years to come. How are we going to be one people of God? Westerhoff continues:

As Anglicans we have that wonderful, yet awe-filled stance of affirming a principle of comprehensiveness, the "via media," literally, nothing too much, or the middle way. That is, the conviction that truth is known and guarded by maintaining the tension between counter-opposite statements concerning the truth. For example, the conviction that Jesus was fully human and at the same time fully divine; in the Anglican commitment to be simultaneously both fully Catholic and Protestant; and in the stated necessity of holding in tension personal freedom and communal responsibility. While applying this principle of comprehensiveness is extremely difficult to do in practice, the struggle to do so is an important aspect of our tradition. This conviction makes possible the affirmation of two conflicting convictions, namely, that every transformational benefit is given to us fully at our baptism and that we must engage throughout

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our lifetime in efforts to achieve the benefits of baptism.

In a sense, we say, we are who we are becoming. And so it is that our Episcopal Church struggles with racism and human sexuality. But we do that from a knowledge that we must be in dialogue with each other. Not to convince or to convert, but so that each of us, being respected as gifts of God's creation, will understand the hopes and the hurts of each other and work for Christ's reconciliation in a broken world. We steer away from the shallows of dependency or the narrows of independence toward the deep water of interdependence. It takes valuing each other. Listening to each other. Really hearing each other. Then making decisions which take each other's well being into account. How will we build up the body of Christ by the decisions we make? What will we tell each other and the world by the way we live together? What is our call to mission in this Diocese, at this time, in our corner of the global community?

That's what we need to be figuring out. I have images of how that would look. You have images and ideas of what that would be like. Together we will continue to be in dialogue. Together we will sit down and listen to each other in order to understand. And we will live together in respect and honor while we all become transformed.

In times of major shaking and upheaval it is tempting to jump from the shake to the solution, rather than to ride out the rough water. In a way, it is like jumping from the Last Supper in the upper room to the Resurrection morning at the open tomb without walking through the experiences of Good Friday and Holy Saturday. It is always easier to design the Resurrection than to deal with the letting go, the dying of our ideas, our habits, our attitudes, our structural forms.

Alan Jones, in his article "The New Millennium: Pastoral Care in Apocalyptic Times," is very much to the point:

Ours is both a "culture of complaint" and a culture justifiably hungry for things of the spirit. Expectations with regard to care (physical, psychological, and spiritual) are nearly always unreasonable. Spiritual and psychological entitlements are limitless. That is why caregivers are often out of their depth and at the end of their rope. Much of the pain could be alleviated if we could find ways to challenge each other to grow up. Paradoxically "growing up" in today's world involves both giving up our infantilism and knowing how to ask for help. "Growing up" in these apocalyptic times involves our recovering a view of the self that is Trinitarian (that is, communal rather than merely private and individualistic) — a view that is both ancient and yet peculiarly healing for the modern consciousness.

In short, what we need is a tougher view of our vocation to be human-incommunity. We need to recover for our generation the doctrines of sin and redemption, of the fall and its remedy in the cross and resurrection. The irony of the spiritual life (I prefer "irony" here to "paradox") is that to "grow up" is to become more and more dependent on the grace and mercy of God...the radical therapy of the gospel offers grace and mercy, not attitudinal adjustment.

It is important for us to hold onto our faith perspective in this time of transformational change. When I was a young man I wanted to be an artist, like my mother, who was an artist. She would always tell me when I painted that I did not need to fill in the whole picture. She would say: "Indicate what is important and stop at that point. The rest is up to the eye of the viewer."

Well, I've indicated some of the important perspective for us as a Diocese steering into transformational change. Now I want to look toward the horizon of this next year as we move ahead continuing to live into our vision.

In the months ahead we are called to mission — together — in some very specific ways.

Many believe that the church is faced with a situation of crisis at this time and that we are called to break through not by making perfect changes, but having the courage to make changes that test the way for the future. Some might put it more bluntly and say let's stop talking about it and just do something, do anything!

I'm reminded of the Giants baseball manager of years past by the name of Leo Ernest Durocher whose words, "nice guys finish last," made <u>Bartlett's Familiar Ouotations</u>. A less well known quotation comes from the time in 1951 when the Giants were behind 4 to 2. It was the bottom of the 9th with one out, and a man on second and third. The Dodgers had already sent a secretary to pick up their tickets to the World Series. As Bobby Thompson made his way to the plate, "The Lip," as Durocher was sometimes called, resorted to the gosh honest truth. He told the batter, "If you ever hit one, hit it now!" He did.

Some are saying to the Church: If you're going to do anything, do it now! Last year I spoke to you about the shifting paradigm and the work of Loren Mead in his book, The Once And Future Church, which I have given to many people not only in our Church, and in our Diocese, but across denominational lines. They have found it helpful. Not always agreeing with everything, but certainly finding it a courageous and illuminating piece of work.

I decided to call Loren as I planned for this Convention and ask him what thoughts he's had since last year. We had a wonderful conversation. Loren said we needed to move away from denial, we in the church were facing not only a crisis, but a storm. He made several comments about what we need in order to face the storm. His thoughts were absolutely congruent with the vision many of us share of our life together.

First, we need to have an ongoing and deep relationship with Jesus Christ which is the basis for all that we do individually and corporately.

Secondly, we need to ground ourselves in Holy Scripture, theology, our history and our tradition.

Thirdly, we need each other in community — koinonia. The House of Bishops' statement in 1992 at Kanuga reinforces that. Presiding Bishop Edmund Browning said, "We resolve to define ourselves primarily as a community of prayer, worship and Biblical and theological reflection in which to give and receive one another's gifts, and to seek God's will for our lives and our work as servants of the church."

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Fourth, we need the spirit empowering all ministry — lay and ordained — empowered to do God's work. The spirit given in baptism empowers. It empowers us to identify with Christ as we carry on our life. Wherever we work in the world, wherever we are in the market place, we carry the church with us, its structure and its ministry. Too often we do not put enough emphasis on the fact that Christians are really Christ's servants in the world and that the church becomes the church in serving the world. An essential aspect of our mission and ministry is renewal in the church. The focus on this vocation to be a church in the world.

Executive Director of the Episcopal Church Foundation Cornerstone, Jim Fenhagen told this story in an article about evangelism:

Not long ago I ran across friend, who at the end of a long conversation told about an experience that he had described as changing his life. My friend is a member of a parish in Connecticut, a businessman, and described himself at the time as an average church-goer. He told me about how, as he was leaving the hospital where he had been visiting his mother, he met a man whom he had known casually from the parish they both attended. The man had just left the room where his wife had died after a sudden heart attack. The man was grief stricken and distraught and was clearly crying out for help. My friend sat down with the man and listened as the man poured out his pain. As he gradually began to collect himself he said to my friend, 'I need my church.' And my friend almost without thinking responded, 'I am your church.' And the man reached out and took my friend's hand. As my friend recounted the story to me, and as I recall his words, he shared what was for him a critical moment. When he said to me I need my church, I discovered something about myself I have never understood before. The words came tumbling out and I knew that I was, for this man, at that moment, the presence of Jesus Christ. I was the church, there in that hospital, five miles away from where I worship on Sunday.

Then he went on to say that although he had heard the ministry of the laity preached about a lot in his parish, it never took root until that moment when he suddenly understood in a new way who he was, and in some indescribable way, what his life was about.

We know, in listening to the story, that at that moment Jim's friend laid claim to his baptism.

The reality is that if we are to support the congregation as frontier and mission than it is also true that the congregation's role is to support each person to carry on that mission and ministry in the world. How do we support and care for each other as congregations within a diocese? First, I am talking about all of us when I say diocese, not just diocesan house. Congregations need help from beyond themselves in order to be healthy. Let me name some of the ways:

First, they need help when in trouble, when there's a crisis. When there's a need in a difficult situation for outside assistance and consultation.

Second, congregations need perspective from those who are part of the larger community. Perspective that helps to identify the <u>tradition</u> of the larger community —the theology, the history, the foundational values.

Thirdly, pastoral care is needed by congregations for clergy, and leaders, and for the whole church community itself during loss, during victory, during celebrations, during birth and during death.

Fourth, help is needed in leadership training. Training and developing leaders is one of the first priorities that we must have as we develop leaders throughout the Diocese, in congregations. That will develop our mission for the future.

Fifth, technical assistance. Help to get a sense of the larger picture. For instance, the broader Diocese can provide resources in everything from stewardship to church growth for the larger community. These resources may not be affordable or practical for an individual congregation.

Sixth, affirmation and support. We all need it, we all need to know we're not alone, whether we're individuals, communities, congregations, missions or parishes. It is the role of the larger community to affirm and support each of its parts.

Seventh, and not least. We need a sense of being connected to a larger mission. We are in mission together, not alone. Our mission is a part of a larger church, a larger society, a larger community, a larger work of God that helps define us.

Loren Mead also helped us to look at the old hierarchical paradigm of Christendom. In our conversation he was very clear that the mark and test of the old paradigm is building empires. Whenever we are building empires we are working for an age that is past. That is true for a diocese and for individual congregations. We all have to look at ourselves and see if we are working on behalf of the larger community and not just for our own interests.

Now, where and how do I believe we are called to move together in mission for the coming year?

I believe during 1994 we must focus on leadership!

First, I believe we are called to have dialogue between the leadership of the governing bodies of the Diocese — that is, Diocesan Council, Board of Directors, Standing Committee, Office of the Bishop — and the leadership of the congregations —that is, wardens, treasurers, rectors, vicars, vestries, Bishop's committees. I believe it is vital to our life together to have direct discussion between those who lead the congregations and those who lead through the Governing Bodies. We need to tell about how we can work together to meet the needs and support the mission that we share as part of the Body of Christ in this place. It is vital to focus on how the whole Diocese can support the mission of each congregation. It is vital to have those conversations in places distinct and discreet to areas of the Diocese. It is vital to take to the highway and have individual and area gatherings. I expect a plan to be fully developed in December at the Governings Bodies retreat. I expect a primary focus of our conversations will center on mission and the way we work together with our resources and leadership.

Secondly, I challenge us to gather in a symposium as a larger community of leadership in the Diocese — perhaps even ecumenically — to look at and discuss the challenges to our part of the Church, where we are. I urge us to use

the model of the House of Bishops and the model that was exhibited in the St. Louis Symposium where people have been able to grapple with issues in a non-legislative way. I suggest that in doing this that we make an effort to have speakers and leaders such as Loren Mead, Martin Marty, Barbara Harris, Robert Bellah and other women and men of vision in our church, asking them to help us look at our Diocese as we move into ever more clearly defining our vision, our mission, our ministry. I expect the clergy, lay professionals and laity of this Diocese to make every effort to participate.

Thirdly, that we be charged to take seriously the values and theology of servant leadership. We must look at how servant leadership can provide a model for our life together in the Diocese, and how we might support one another to provide senant leadership to the world wherever we carry out our ministries. I expect us to live together in ways which will signal that we intend to serve the world; that we pay attention to the needs around us, and that we minister daily through the lives we lead.

We have a clear opportunity in this time of transition and interim in the Diocesan School of Theology. This is a time to provided for that school, its faculty and for this Diocese a chance to look at how we might support lay and ordained ministry in training for leadership that inherently reflects Christ's love and sacrifice on the cross. I expect the DSOT Board to assist us in looking at how this might happen.

This Diocese has been very faithful in training lay leadership. This additional perspective is just another step. We still too often hold firmly to the value that the closer we are to the church building in our Christian rninistry, the more important the ministry is. The fact is, that we need to know that although it's important to be a vestry person, or a lay reader, or a member of the altar guild, the importance of our mission as we go into the world — sent out to be the servants of Christ — cannot be over emphasized.

Fourthly, I call the diocesan membership into dialogue in relationship to the issues of racism and human sexuality. Both dialogues have been called for from our General Convention of the Church. The challenge for us is to enter into the dialogue; to struggle together with issues which could divide us, but not letting them divide us. As we grow in Christ we learn ways of being together that help us deal with the most difficult issues of our time and at the same time grow in strength in the corporate Body of Christ. I expect that in this year when the Racism Task Force, and the Committee on Human Sexuality asks for participation, you will respond.

Fifth, as I move around this Diocese, I notice that many congregations have a clear mission statement — some clearly connect it with our diocesan Mission Statement. I ask that over these coming months, if you have a mission statement, review it — see if it still speaks to who we are today. If you don't have a mission statement, develop one. Those of us who are part of the larger diocese would be happy to assist you. Ask the question, how can the larger community inform and aid in carrying out the mission of your congregation or special ministries.

Finally, being Episcopalian. All of these charges are in the context of what it means to be a Christian, but also what it means to be an Episcopalian, with the hope that we will take every opportunity to teach and to learn about the tradition, the theology, the history that gives us our identity.

Over these past several weeks, in discussions in our Diocese and the House of Bishops, in your corporations or with visionaries like Martin Marty and Loren Mead, it is clear to me that no one has the whole picture. The Holy Spirit is moving throughout the Church and we are all invited to navigate through the water together.

It takes all of us to see whole picture. We are steering the ship of the Diocese from one paradigm to another. But I am convinced that the church will not be saved by changing structures, but by the renewal of the person in Christ who is part of the larger community that carries on God's work. I anticipate the work of the Vision Next Steps Task Force to help us find the life-giving ways of sharing our community together.

Jim Fenhagen has said, "It is important to remind ourselves what makes a difference in the life of the church. It is not new structures, which of course may help, but that inner transformation of each baptized member that comes about as a result of a personal encounter with Jesus Christ. The renewal of the Church is not primarily a matter of management, but of emersion, a change of heart that opens us in trust to the movement of the spirit in human life. Disciples did not go out into the world with the Good News of Jesus Christ as a committee assignment. They burst out upon the world because they had a story to tell and experience to share. What they were then~ we are now — disciples — men and woman with a story to tell, experience to share. Women and men baptized in Christ, gathered and scattered, and marked as Christ's own forever. Ultimately, whatever we decide to do, that is our mission."

As the House of Bishops came together in Panama City with a huge crowd gathered for Holy Eucharist, our Presiding Bishop said, "The tension between the Gospel's power and power politics is always with us. So big a thing as the transformation of the world hinges on the transformation of the human heart."

In this time of great change and challenge, of great opportunity and hope, may God lead us forward to an every clearer understanding of our mission together as servants of the Living Christ, who are becoming one people of God, proclaiming boldly, by word and action, the reconciling Gospel. Amen

Bishop Warner received a standing ovation.

15. REFLECTIONS ON THE BISHOP'S ADDRESS

Reflection question:

Where can you find places to work on your own role of leadership?

16. NOONDAY PRAYERS

The Bishop called Convention to order to prepare for prayer led by Roy Tripp and the Rev. Fred Elwood.

17. FIRST BALLOT

The Polls were declared open with delegates voting on their way to lunch.

LUNCH

CONVENTION RECONVENED

41. REPORT OF THE COMMITTEE ON CONSTITUTION & CANONS Mr.: Oles presented the balance of the Constitution and Canons Report CANON 26, SECTION 4:

Canon 26 provides that priests and deacons can be brought to "trial" within the church for certain offenses. Such proceedings are initiated with a "presentment", a written document that must specify the charges made.

Under the diocesan Canon 26, presentments must be made within three years after commitment of the alleged offense. Under the National Church Canons, however, presentments may be brought within a five year period - with a minimum of one year allowed after any criminal conviction in a secular Court of Record (see Title IV, Canon 1, Section 4).

Our Chancellor has requested an amendment to the last sentence in Canon 26, Section 4, that would reconcile our Diocesan Canon with the National Canon. The proposed wording for this change is as follows:

No presentment may be made in any case on account of an offense commit ted more than [three] five years previously [.] <u>except that in case of a conviction in a Court of Record exercising criminal jurisdiction.</u> a presentment may be made at any time within one year after such conviction.

The Committee recommends adoption of this change.

Moved, seconded to adopt the amendment. Vote by orders

Lay order PASSED Clerical Order PASSED

The amended Canon reads as follows:

CANON 26, SECTION 4

Any priest or deacon of this Diocese against whom charges are made or evil reports are current, from public rumor or otherwise, may request to the Bishop in writing that Court of Inquiry be appointed in like manner to make investigation. No presentment may be made in any case on account of an offense committeed more than five years previously, except in case of a conviction in a Court of Record exercising criminal jurisdiction, a presentment may be made at any time within one year after such conviction.

18. BISHOP'S CROSS PRESENTATIONS

"In Eastsound, on Orcas Island, where the Episcopal Church is a very visible landmark, this couple is also very visible in their witness to Christ through their gifts of time and talent.

Not satisfied with just tending the grounds at Emmanuel, she also engineered a system that works for the participation of the Lutheran and Roman Catholic congregations in weekly lawn and garden care.

At one time an active volunteer at the Food Bank, she continues to remind others of the ever pressing need for donations, particularly at Christmas when she spearheads both the collecting and wrapping of gifts for children.

He can make anything, repair anything - - more concerned about "doing the right" than finding the quick fix.

He is described as a good friend. One who is honest and willing to call things as he sees them. His sound advice is sought and appreciated.

During the years prior to their retirement she was a nurse, he taught school. Active in life on Orcas, others see them as leaders in the community -- though they probably would not see themselves that way. All that they do, together, and individually, is done without fuss or fanfare. When people in the community think of this couple they also think of the Episcopal Church. Their dedication to their Church, their community & their Lord is readily apparent".

EMORY AND INA MAE "SCOTTY" EMMES

Mr. and Mrs. Emmes came forward to receive the Bishop's Cross to the acclamation of Convention.

19. REPORT OF THE DIOCESAN COUNCIL

The Bishop introduced Barbara Fox to present the Diocesan Council Report.

"I am here today to give you a report card on the Diocesan Council's activities since we last gathered in Everett. In my perspective this Diocese is alive and excited; we are green growing vines. There has been some pruning which is good, and as the Bishop indicated last year pruning is necessary. We are talking and we are working together; we still have more to do.

Who and what is this Diocesan Council?

We are your representatives, carrying on the responsibilities of our area of governance of the Diocese when Convention is not in session. We are lay and clergy, we are diverse, we are human, we are concerned and struggle over our decisions, we are from parishes and missions, from the mountains and valleys, to the ocean and from border to border. We are in the work place, the home, the vicar's office, in small towns and large urban centers, we are volunteers and we are you. AND MOST OF ALL WE SHARE THE

LOVE OF GOD and community as we meet monthly. The only platform we stand on is "To become one people of God who boldly proclaim by word and action the reconciling Gospel of Jesus Christ".

Like many others who represent you I came up the ranks - if you will - convention alternate, delegate, convocation secretary, vice-president and president. Last year I was elected to Council by Convention. The reason I became involved is that I can rarely say no to a challenge or the opportunity to volunteer. However, after having been a delegate at the convention that elected Bishop Warner and watching his video on the Vision I was excited for the Diocese and wanted to continue to be part of becoming one people of God. (Living into our Vision 93/C/6 (page88). It must have been exciting for many others, because of 110 congregations/institutions in the Diocese, 87 responded to this new Vision concept.

At the time of the Vision Video the Bishop introduced the <u>six key objectives</u> with which we work in our deliberations over program and budget. They are: <u>unity</u>, <u>nurture</u>, <u>stewardship</u>, <u>evangelism</u>, <u>missions</u>, and <u>church in the world</u>. All of these areas have definitions to provide the best resources and representation for the missions, parishes and people of the Diocese. All delegates preceeding you and those of you who have been here for many years had input into the development of the definitions with which we continue to work and refine.

As a result of the video a Task Force was called to put into writing what the Diocese as a whole felt were the greatest priorities and would give the most to the greatest number.

The Diocesan Council developed a mission statement which I previously read and that you see hanging on the wall behind me. This statement is reflected upon and spoken of during just about every Council meeting. A change in Council meetings has taken place over the past two years and that is, we spend time prior to the business of the Diocese to reflect on a Scripture reading for the day.

As with any change in leadership, whether in a congregation, a diocese or business, and we have to remember we are a rather large corporation, there will be a realignment of staff. This was done over the last two years with much thought and sensitivity.

It soon became clear that it was necessary to realign the Diocesan budget. I believe one of the most exciting times I have experienced within the diocese was when you, the members of the Diocese spoke up very enthusiastically at Convocation meetings and set the priorities of what you felt was needed in the Diocese to provide for the parishes and missions, using the format of the six key objectives. By the way, Stewardship, Evangelism and Mission were the highest priorities and we have continued to focus on these. At that time two years ago, we were already boldly proclaiming by word and action - we meaning all of us in this room.

With a realignment of staff and mandate from Convention on the Vision there was a realization that many areas within the Diocese had to be addressed.

Much has been done and of course much still needs to be done. Some of the significant things that have happened:

* Communications: we have a real Communications officer keeping us informed in all areas, via such publications as the Voice and FYI.

* More emphasis was needed in the area of Pastoral Care of Clergy and their families, and this is a continuing process.

* The Mission Strategy Task Force recommended a demographic study, a capital campaign, which has been launched, restructuring of committees and regions related to diocesan congregations, and we are now meeting in regional gatherings.

The demographic study was done for every mission and parish and if you haven't already I highly recommend the use of the document for your congregation in your Stewardship and Evangelism efforts.

A very exciting new concept was introduced in 1991, on which we have continued to build, which was to have the governing bodies of the Diocese get together, to pray, to talk, to work and coordinate duties and responsibilities of these groups. We have had two retreats a year and are developing the ability to speak freely, (in fact proclaim boldly) and trust each other. There is always the focus on sharing the Love of God and sharing wonderful community (becoming one people of God). A Governing Bodies Steering Committee was established to work and communicate between these retreats.

In addition to revising the Mission Grant process and the Council's decision to try out the Commission restructure proposal in the DRAFT DOCUMENT: Next Steps in Vision (this is an important document for everyone to read and be ready to give input to the Vision "Next Steps" Task Force), the council established an Emergency Response Team which can respond with resources, sensitivity and advice when a mission or parish finds itself in financial difficulties. After having been a member of the Assessment Review Committee, which is still working, this Team is to be applauded with an "A" for their excellent work and response.

At the December retreat after Convention last year the Governing Bodies felt very strongly that we should have a group of Listening Teams who, when invited, can go to a congregation and join that congregation in just listening to the joys, sorrows, complaints, and thanksgiving, and bring back to the council what is happening in the Diocese.

It seems that no matter where we are we have to deal with budget and the ASSESSMENT. I can assure you we agonize over it, and we boldly proclaim, over and over again. In response to the feeling we heard last year we established an Ad Hoc Assessment System Review Committee. Lyn Goetz chaired this committee and they reviewed the whole assessment process. They reported back after a great deal of work and recommended that the actual assessment process be maintained, however, they found that the reporting on net disposable income varied all over the board. Therefore, they recommended and Council approved a more standard reporting process which will be equitable to all missions and parishes. Two areas which should be highlighted are the transfers

of income and rent allowance.

In addition to these note in Document 93/C/6, Living Into Our Vision, page 4 the following ongoing work implemented in 1993 under Forming new connections to accomplish common goals.

I spoke at the beginning of how we are concerned and how we struggle in Council meetings; we have learned so much and we will continue to learn as we, one of the Governing bodies of the Diocese get together (becoming one people of God) in the coming year with the vestries and bishop's committees of parishes and missions. We await eagerly the Vision "Next Steps" Task Force recommendations on the process for engaging the diocese in dialogue about how we (all of us) come together in our common lives, and what structure can best support that effort.

We are all of you, representing all of you, and we want to hear from all of you, and know your ideas as to how we continue this process of becoming one people of God in this Diocese". Thank you.

Joan Anthony was introduced to Convention to continue the Council report.

The next part of the report has to do with what goes beyond the report, this day and into the future, and how do we move forward to continue to grow together as one people of God. As I was thinking of this I was thinking about the story that appears in our Bibles - the story of the maji and the star. It seems tome that the vision we have developed and worked towards the last 2 to 3 years is that star that is out there, that is drawing us forward. We have been on a journey. Not only the Council and the Governing Bodies but all of us - the diocese - all of us make up the diocese.

We have been moving forward through some transitions towards that transformation that the Bishop spoke of earlier. In moving through some of those transitions we have been building some bridges, because much of the work that has been done in the past will continue as Council and the other Governing Bodies continue to work. As the Bishop's Address talked about our continuing to talk together with all forms of governance in the diocese - the congregations, Bishop's committees, vestries, long range planning committees in the congregations, to provide the spirit that is necessary so we can learn together how we become a diocese that works together for mission. We are on that journey but the journey has an end. The journey's end is in the stable, in the reincarnation, the reality of the star being made real, and in that draws us to become something we can work with.

The question that we bring to you as Council and the Governing Bodies is "where do we go from here?, what do we do now?"

Barbara Fox talked about the get-away in December and again midway through 1994 when the Standing Committee, the Board of Directors, the Office of the Bishop and the Diocesan Council came together to plan, to talk and begin

to see where we move in our attempt to fashion a reality and concreteness about our vision.

What we are asking today is that you share with us and take some time to think about where the journey is taking us, and also what direction you hope the journey might take. Thank you.

REPORT OF THE SMALL GROUPS:

Convention was asked to meet in small groups, discuss and then respond to the following question:

As we plan for 1994, what are the one or two most important things you want to tell us?

Secondly, delegates were asked when they return to their congregations to begin to talk with their respective congregation about future items to be communicated to the Governing Bodies and to forward that information as it transpires.

Responses gathered from this convention will be used by the Governing Bodies at their planning meeting in December

Summary of responses:	number
- streamline diocese	10
- decentralize diocese	10
- more action needed, less talk, "just do it"	10
- encourage intercongregational connections & activities	8
- cut staff: salaries at ? line, consolidate positions, use more	
retired clergy and volunteers	7
- listen more	7
- more specific plans, steps, to reach vision objectives	6
- have governing bodies members go to parishes,	
convocations, regional meetings	5
- local priests, more needed, support, ordain for non-English	
speaking	4
- improve & structure for better diocesan/congregation relatio	
- strengthen "local congregations", "small rural churches" miss	sion
& developing congregations	3
- vision statement - needs to be crisper, to inspire & excite, to	
get into all congregations	3
- keep communications open	
-programs need more ecumenical involvement, will save mon	
- salaries of clergy and lay staff in congregations too high, need	1
standards for lay	2
- recognize, affirm, commend encourage, grass roots effort	3
11	1
- governing bodies need to meet at times when people can	
get to meetings	1
- council needs to find ways to be diocese in smaller units	1

by fellowship/discussion

- be more visible in secular community & press

- report to people during year on Vision implementation

- address anger and isolation of clergy so diocese can grow in health

	Heport of Small Group
ses:	numbe

- Summary of respon
 - need for clergy to be more collegial
 - explain & publicize the duties of members of Office of the Bishop
 - have second Bishop instead of other staff
 - Bishop be Dean of St. Marks with 4-5 assistant Bishops who are also rectors of parishes

Convention Comments

Preparation:

- list delegates in convention packets
- delegates need handbook giving organization, constitution/canons
- make sure all necessary documents are in every packet
- all reports in 1994 delegates manual to be clear on goals and how they met Vision, plans & objectives for the year
- better preparation for new delegates not just 7:30 a.m. meeeting
- Governing Bodies need to be accountable to Convention
- resolutions are passed but follow-up reports not given.

The meeting:

- cut paper use
- move back to Cathedral
- hold one day convention4
- reduce convention size
- separate awards and reports from the business to save time
- wardens should be delegates
- put resolutions at "front" of convention
- not late on 2nd day
- design discussions for specific time frame & move on to next item
- don't change lay, clergy representation
- we were not <u>allowed</u> to debate at Convention on the conflict between the Vision Task force report (decentralizing) and the Implementing the Next Steps (centralizing)

sounding off

- "this is a propaganda sheet
- you should be listening"
- "you don't listen to convocations, we're not all big city & rich suburban"
- "council actions do not touch my life"
- -"council doesn't reflect the church at large too urban and wealthy, not servant leaders"
- "cut interference with congregations and need for money"
- "stop stonewalling the concerns over the size of the diocese"
- "governing bodies are out of touch with people's concerns"2 - "regional meetings are boring...use mail"

Summary of responses:

- "all communications we receive from the diocese concern money"

- "too much top-down"2

- "as a parish, feel left out - no place to express views"

- "why was the convention moved from the south" (of the diocese)

- "bring us instructions and tell us how to proceed ——coach"

- "listening team didn't listen", "too defensive of diocese", "didn't respond back to us as they said they would"......2

bouquets

- great budget process this year 2

- "continue to listen, dialogue more, more simple explanations"

- "communications have improved"

- "keep up dialogue between diocese and congregations"

- "keep calling to unity"

- "I'm pleased with the coordination of the governing bodies"

- "keep up the good work"

- "doing a better job than ever before" (council)

- continue implemening vision, strategies4

- have more picnics like Chehalis sponsored!

20. RECOGNITION OF RETIRING COUNCIL MEMBERS

Bishop Warner recognized the following Council Members for all the hard work they had done over the length of their terms, inviting them to come forward and be acknowledged by Convention.

The Reverend Peter Lai, Ms. Lyn Goetz, Mr. Charles Neal, Mr. Harry Strong (unfortunately not present) and The Rev. John Gibbs, outgoing President of the Standing Committee.

21. REPORT OF THE PERSONNEL COMMITTEE

The Reverend Donald Mackay, Personnel Committee was acknowledged by the Bishop to present Report 93/C/4.

Father Mackay reported that the Personnel Committee's primary charge each year is to determine the compensation schedule for diocesan staff and parochial clergy. This is done from the Consumer's Price Index (CPI), and various comparisons of the adjustments to the cost of living figure over the previous years. As stated in the report the items completed were the compensation for Diocesan staff, Appendix A, the compensation for parochial clergy, Appendix B, and specifically to produce the mandatory policies of the clergy salary scale in order to keep the congregations aware of the change in clergy salaries over the next 4 to 5 year period.

Items III and IV were deferred to the Diocesan Council for advice. The Diocesan Lay Personnel Policy manual is completed and was submitted to congregations as well as the diocesan personnel for appraisal. Work will be continued in 1994 on the severance and unemployment compensation policy and the diocesan salary grade system, the refining of the clergy Letters of Agreement and guidelines for sabbatical leave.

REPORT TO 1993 CONVENTION - COMMISSION ON PERSONNEL

The Commission's Charge

Canon 23 provides that the Commission on Personnel report annually to the Convention on its findings and recommendations concerning compensation guidelines applying to clergy working within the Diocese and the lay employees of the Diocese. The Canon also provides that the Commission is responsible for developing and recommending policy, plans or specific actions to be taken by the Bishop, Convention or Diocesan Council concerning these matters. It charges the Commission to advise the Diocesan Council by July 1st of each year regarding the adjustment to salary ranges for parochial clergy and diocesan staff which it will report to the Convention for its adoption and implementation effective January 1st of the following year.

The Process

During the year, the Commission discussed and explored a range of issues affect ing employment and compensation. Sub-committees were formed for indepth study of the issues covered in this report and charged to prepare recommendations for consideration by the Commission. It is important to point out that the Commission acted as a Committee of the Whole in developing the recommended adjustment for compensation purposes. On that matter, the Commission considered a number of factors: changes in the U.S. Department of Labor's Consumer Price Index (CPI) for the current year, comparison of adjustments made to the actual cost-of-living figures over the previous five (5) years, current and projected economic conditions of Western Washington, and the personal expertise of the personnel professionals on the Commission.

Report and Recommendations

The Commission's report on its 1992-1993 work is as follows:

I. Compensation Schedule for Diocesan Staff

The diocesan staff salary scale applies to lay and ordained persons on the Bishop's Staff at the Diocesan House and other compensated personsdirect employed by the Diocese of Olympia. The Commission recommends that existing salary schedules be adjusted upwards of 3.3% at the mid-point of each grade. The recommended 1994 schedule is attached as Appendix A.

The Rev. Donald Mackay, moved, Compensation Schedule for Diocesan Staff as presented. The motion was seconded and <u>PASSED</u>,

II. Compensation Schedule for Parochial Clergy

Parochial clergy consist of those ordained persons directly employed by the Bishop of Olympia to serve mission congregations and those ordained 21. persons directly employed by congregations. The Commission recommends that existing salary schedules be adjusted upwards of 3.3% at the mid-point of each grade. The recommended 1994 schedule is attached as Appendix B.

The Rev. Donald Mackay, moved Compensation Schedule for Parochial Clergy as presented. The motion was seconded and **PASSED**.

III. Compensation of the Bishop

The Commission recommends that the salary range for the Bishop be adjusted the same 3.3% increase over 1993. The Commission defers to Diocesan Council's decision to freeze 1994 salary as budgeted.

The Rev. Donald Mackay, moved, Compensation of the Bishop as presented. The motion was seconded and **PASSED**.

IV. Lay Compensation

Congregations are reminded that actual compensation, is an individual matter and should be based on job performance, job duties and market practice. These factors may well require that a person's pay be adjusted by a higher or lower figure than the range adjustment figures reported above. Merely adjusting pay each year by a "cost of living" increase can distort an individual's proper compensation over time, resulting in pay that is too high or too low. Congregations that do not have formally adopted salary ranges should compare a lay employee's pay with that of similar organiza tions in their area, set a figure which is felt "the market" would pay a fully performing employee, and adjust their individual employee's pay in that light.

V. Diocesan Lay Personnel Policy Guideline Manual

The Commission has completed and sent to the Diocesan Council a final completed Personnel Policy Guideline Manual for distribution and use by all Parishes and Missions.

VI. Diocesan Performance Appraisal Review Guidelines

The Commission has completed a Performance Appraisal Review Guideline for use by diocesan staff, parishes and missions. The Guideline contains sections for job descriptions, mutually agreed upon goals, employee's self-evaluation and supervisor's evaluation. It is highly recommended that at least an annual review be provided for each employee of the diocesan corporation, its congregations and its ministries.

VII. Continuing Work before the Commission

At the close of the year 1992-1993 the Commission has a number of other matters under review which are not completed and ready for final report to the Convention. These include:

A. Severance/Unemployment Compensation Policy

The matter of a Severance Policy or Unemployment Compensation policy was returned to the Commission for further study and development of an appropriate policy. A sub-committee has been working on this matter and will soon be reporting to the Commission as a whole for action and a recommendation will be forwarded to the Council.

B. Diocesan Salary Grade System

The (16) grade system currently in use for the establishing salary schedules for diocesan staff-clergy and lay employees was adopted in 1980. Since that time several changes and adjustments have been made. As of September job descriptions should be completed for all diocesan staff clergy and lay employee positions. The Commission will begin a review of these job descriptions and salary grades to ascertain if the grades as established are still appropriate and effective or if adjustments should be recommended.

C. Letters of Agreement for Parish/Mission Clergy

A sub-committee of the Commission is working on guidelines for Letters of Agreement between parish/mission clergy and their congregations. This will provide a model for congregations to update the letter of agreement with their clergy and give a certain amount of uniformity between congregations. The models will cover all the requirements needed in such letters of agreement.

D. Sabbatical Leave Guidelines

In 1991, the Convention adopted a policy on sabbatical leave and directed the Commission to develop specific guidelines for its implementation. This will be assigned to a sub-committee for completion in this coming year.

	Append	dix A	93/C	93/C/4-4		
DIOCESAN STAFF S.			ALARY SCALE			
	Grade	Minimum	Mid-Point	Maximum		
	16	\$64,439 .	\$80,548.	\$96,658.		
	15	\$51,586.	\$64 <i>,</i> 482.	<i>\$77,378</i> .		
	14	\$44,326.	\$55 <i>A</i> 08.	\$66,490 .		
	13	\$38,476.	\$48,095	\$57,715 .		
	12	\$ 33,477.	\$41,846.	\$50,215.		
	11	\$29,896.	\$37,370.	\$44,844.		
	10	\$26,812.	\$33,515.	\$40,218.		
	9	\$25,541.	\$31,926.	\$38,311.		
	8	\$24,300.	\$30,375.	\$36,450.		
	7	\$23,121.	\$28,901.	\$34,682.		
	6	\$20,851.	\$26,064.	\$31,276.		
	5	\$18,943.	\$23,678.	\$28,414.		

21.	Appendix A (cont'd)			
	Grade	Minimum	Mid-Point	Maximum
	4	\$17,392.	\$21,741.	\$26,089
	3	\$16,085.	\$20,106.	\$24,128 .
	2	\$14 <i>,</i> 782.	\$18 <i>,</i> 477.	\$22,173.
	1	\$13,353.	\$16,978 .	\$20,374.

Appendix B

PAROCHIAL CLERGY SALARY SCALE

Oller Control of the Control o				
Minimum	Mid-Point	Maximum		
\$49,882.	\$62,353.	\$74,823.		
\$45,348.	\$56,685.	\$68,022.		
\$41,225.	\$51,531.	\$61,837.		
\$37,477.	\$46,847.	\$56,216.		
\$34,111.	\$42,639.	\$51,167.		
	\$49,882. \$45,348. \$41,225. \$37,477.	\$49,882. \$62,353. \$45,348. \$56,685. \$41,225. \$51,531. \$37,477. \$46,847.		

Applicable Policies:

Mandatory Policies (applies to rectors and vicars)

- 1. If church-owned housing is provided, the range is reduced by 20% plus the amount of any utilities provided, either in form of actual utility costs paid or in allowances provided.
- 2. Clergy must be paid at least the minimum of the applicable range.
- 3. Clergy with total experience in ordained ministry of ten years (10) or more regardless of grade, must be paid the mid-point of Grade E, which, for 1994, will be \$42,639.
- 4. Clergy with five (5) or more years in the same grade or congregation must be paid at least 90% of the mid-point of the applicable range.

NOTE: A clergy with less than five (5) years should be given pay raises greater than the cost-of-living adjustment so the salary would reach the 90% of mid-point by the fifth year.

- 5. Clergy with ten (10) or more years in the same grade or congregation must be paid at least 100% of the mid-point of the applicable range. See note in number 4.
- 6. Exceptions to these policies require approval of the Bishop.
- 7. All contractural agreements with clergy must be rewritten or amended to reflect changes in compensation or provisions and a copy forwarded to the Bishop.

Advisory Policies:

- 8. For assisting clergy, it is recommended that minimum compensation be established at two salary grades below that established for the parish or mission, depending upon qualifications and experience.
- 9. For interim clergy, it is recommended that minimum compensation be established at one salary grade below that established for the parish or mission.

38

22. REPORT OF THE TELLER - FIRST BALLOT

DIOCESAN COUNCIL

CLERICAL ORDER: Ballots cast 432 - Needed to elect 217
The Rev. Morrill Peabody 118
The Rev. William Sell-Lee 228*

Elected to Council: The Reverend William Sell-Lee

Needed to elect 217 2 positions*
229*
99
158
167
168*

Elected to Council: Ms. Lyn Goetz - Mr. Drury Wood* (see Minutes Page 41 for correction to this report)*

STANDING COMMITTEE 2 positions*

CLERICAL ORDER:

	Ballots cast - clergy	- lay	Needed to elect - clergy	- lay
	Total cast 114	318	58	160
The Rev.]	John Lambert		39	111
The Rev.	Joann L. Paolozzi		56	142
The Rev.	William Riker		35	102
The Rev.	John Thompson		39	97
The Rev.	Hollis R. Williams		51	141
1	No Election			

LAY ORDER:	1 position*
Ballots cast - clergy - lay	Needed to elect - clergy - lay
Total cast 114 318	58 160
Ms. Irene Gold	37 158
Ms. Joanna Neshiem	41 78
Mr. Al Pomeroy	34 77
No election	

23. 1994 BUDGET PRESENTATION

The 1994 Proposed Budget was presented to Convention by the Reverend Curt Zimmerman beginning with a review of the Convention Guideline pertaining to the adoption of the budget. It was noted that amendments to the budget must be received by a 2/3 vote. If no amendments are made the budget is deemed adopted by its presentation.

23. Father Zimmerman explained that through the work of the Governing Bodies, the budget process has been moving toward a process that will enable decisions to be made that reflect how we, as a diocese, wish to be able to live into our vision. Earlier this year documents were submitted to various groups asnd progam areas in the diocese for input into funding requests. These figures were submitted to the Budget and Finance Committee of Council to prepare the first draft of the budget, based on the vision which was presented to Council. Copies of this document were sent to Lay Delegates, Alternates and Diocesan Clergy for review and responses at the Regional meetings. That is the document we received for Convention's action.

Council struggled with a response to Diocesan salaries following the recommendation by senior staff members to freeze all salaries of \$30,000 and above at the 1993 level for Budget 1994. While a cost of living raise is not being recommended with this recommendation we are still within the ranges adopted in the Personnel Report.

You will also hear a report shortly from the Insurance Commission regard ing funds included in this Budget.

The budget was presented for the purpose of sharing information only at this time, no action is being requested until further reports are heard.

24. **REPORT ON RESOLUTIONS PERTAINING TO THE ASSESSMENT**The Rev. Morris Hauge reporting for the Resolutions Committee read the following resolution from Pierce County Convocation into the record. 93/G.

1. Resolution from Pierce County Convocation

RESOLVED, that this 83rd Convention of the Diocese of Olympia adopt the tithe as the standard to determine the assessment asked of the congregations of the Diocese, and be it further

RESOLVED, that the transition from the current formula to an asking of 10% be accomplished over a period of three years, beginning in 1995.

Resolutions Explanation:

The Biblical standard of giving is the tithe. The Episcopal Church has accepted this standard as the norm for Christian giving for the Church. The Diocese of Olympia has also accepted the tithe as a faithfuly response to what God has given us.

40

24. Father Hauge reported the Resolution Committees response to this Resolution is that it is complicated as it requires two different actions by Convention. The first is asking the mind of the Convention and the second implies and perhaps requires a revision of the Diocesan Canon dealing with the Assessment. Currently the the Diocesan Canons provide for a tax which is mandated, whereas the tithe is most often associated with individ-

This resolution includes both the language of mandate - standard and assessment, and the voluntary language of tithe - ask and give. If it is the spirit of the Resolution to move the Diocese in the latter direction then the Resolution Committee recommends reasoned debate in an arena where all the ramifications can be thoroughly explored. It is not practical for this to be accomplished at a meeting of the Diocesan Convention. Questions such as the following need to be addressed;

1) Will the base income include such things as restricted income or capital improvements income?

2) Who decides what the base is to be?

uals and it is v oluntary.

3) How do we support our common ministry?

If the intention of this Resolution is simply to cut the assessment then it should be presented to Convention in the form of an Amendment when the Convention takes action on the Proposed 1995 Assessment Rate Factor. In it's present form the Resolution Committee recommends a NO PASS.

The Reverend Rudi Devik speaking for the Pierce County Convocation requested that the motion be withdrawn if a few members of the Convocation and Convention at large could speak to the Resolution and that there be study and discussion on this subject in the coming year.

As a Point of Order the debateon this Resolution was questioned. Chancellor Mullins responded that the motion was appropriately with drawn because the motion had not been stated by the Chair. It was Moved, seconded and <u>CARRIED</u> to move into discussion.

Delegates to Conventioin speaking for the Resolution noted it was not a question of money but a question of growth and grace and the need to study what it means to give according to the tithe; the need of money being retained in the congregations to carry on ministry. Speaking against the Resolution it was noted that congregations do not need to have large sums of money to go into the community and carry out the Lord's mission to Love one another as he loves us, we just need to give of ourselves; the tithe is a standard for free will giving and not for organizations, the 10% resolution would have a tendency to further decentralize and isolate our congregations from each other. As Christians we need to stay connected

24. and feel the strength of being in unity. It was suggested that discussion of the tithe as well as other ways of funding be carried on in the coming year.

The Bishop requested a 20 minute break for dialogue around the issue under discussion. Two papers have been distributed to delegates with information from Pierce County Convocation and from the Diocesan Council to aid in the further reflection and discussion of this topic.

25. **RESOLUTION ON ASSESSMENT RATE FACTOR FOR 1955**Speaking on behalf of the Diocesan Council, Lyn Goetz presented the following motion for the Assessment Rate Factor for 1995.

Moved, seconded, RESOLVED, that this 83rd Annual Convention of the Diocese of Olympia, in accordance with Canon 7, Section 1(d), set a rate of assessment of parish and mission congregations for 1955 at 21.5%.

<u>Amendment</u>: Moved, seconded, strike 21.5% to substitute 21.0% for the 1995 Assessment Rate.

The rationale is to begin a slow decrease of the assessment rate to be closer to the national level. Further discussion reminded delegates that many of the dioceses that have lower assessment rates also are recipients of large endowments, of which we are not. We are currently below the median of the dioceses in Province VIII. Futher discussion indicated that even a 1/2% reduction when transferred to a diocesan level becomes a significant cut and the diocese has still not totally recovered from the 2% reduction of the assessment rate a few years ago. A request was made for information on the Assessment Review Task Force study to be part of the discussions on this subject in 1994.

Moved, seconded and Passed to stop debate.

Moved, seconded, the amendment to strike 21.5% to substitute 21.0% for the 1995 Assessment Rate. FAILED

Moved, seconded, RESOLVED, that this 83rd Annual Convention of the Diocese of Olympia, in accordance with Canon 7, Section 1(d), set a rate of assessment of parish and mission congregations for 1955 at 21.5%.

PASSED

CORRECTION OF DIOCESAN COUNCIL BALLOT REPORT

The Secretary reported the Diocesan Council election was misreported. There was one election only, that of Lyn Goetz, as the count was based on Article IX, Section 2 where a majority of the voters of the two orders jointly shall be decisive. There will be a second ballot which will include four names. An apology was made to Mr. Drury Wood for this error.

26. SECOND BALLOT

The polls were declared open.

27 SHARING OUR MINISTRY - ST. COLUMBA'S, KENT

Chuck Hamilton, Senior Warden presented a slide of St. Columba's new facility, now situated in Kent.

Chuck noted that although St. Columba members did not have to endure 400 years of slavery to get to the point of the new building as shown in the first slide, neither did Moses have to get a building permit to part the Red Sea.

With a short explanation of the frustrations experienced in the move from the old church site in Des Moines, right in the airport flight pattern, to a shared tenancy as a result of the kindness of a local Roman Catholic church, the members suffered through applying, waiting, waiting and waiting some more for building permits, the first phase of the building was completed and the congregation moved home. The cost of the construction rose considerably due to the wait for each permit with the result that the education child care wing, the office conference area, and the parish h all are not completed. However what we have is the area that is the most dear to the members, that is the worship area. The intention in building this church was that the Altar and surrounding Worship area would be the immediate focus of attention regardless of the direction from which the church was entered.

St. Columba as a church in this diocese belongs to all of the diocese and in many ways we feel very connected to all of you as members of the diocese. We invite you to come to visit and worship with us.

28. REPORT ON ADDITIONAL RESOLUTIONS

One Resolution was received after the cut off date but within the 6 hours after convention convened, so Convention must consider whether they wish to discuss the resolution or not. If passed to discuss the resolution it would be on the agenda Saturday.

REPORT ON THE PREPARATION OF LITURGICAL FORMS FOR THE CELEBRATION OF A COMMITMENT TO LIFE TOGETHER

RESOLVED, that this 83rd Convention of the Diocese of Olympia requests that the 71st General Convention direct the Standing Liturgical Commis sion to prepare and present to the 72nd General Convention proposed supplementary rites and ceremonies, to be used under the direction of the diocesan bishop by clergy and congregations celebrating the commitment of gay and lesbian members of this church to life together.

28. Explanation

Although the Book of Common Prayer authorizes bishops to "set forth such forms as are fitting to the occasions" when "no service or prayer has been provided in this Book" (Prayer Book, page 13), if such events become more than occasional, the church customarily acknowledges a pastoral need and seeks to regularize its worship by providing appropriate supple mentary forms of worship. The occurrence of services celebrating the commitment to life together on the part of baptized members of our church who are gay men or lesbians is such that the entire church would benefit from the availability of appropriate forms for such services. The following have urged that diocesanconventions adopt this type of resolu tion: Charles E. Bennison, Jr., Juan Cabrero-Oliver; Otis Charles; L. William Countryman; Joanna Dewey; Anne Fowler; Jane Garrett; Bruce Garner; Suzanne Hiatt; John Hooker; LloydPatterson; Jennifer Phillips; William Rankin; William W. Rich; Gene Robinson; Richard Shimpfy; Timothy F. Sedgwick; David Siege Thaler; Douglas Theuner; Frederica Harris Thompsett; Owen Thomas; Erica Wood; R. Steward Wood. Submitted: Lawrence D. Green, Convenor, Human Sexuality Committee, St. Mark's Cathedral, Seattle

The Committee recommends the Resolution not be acted upon at this Convention because the entire church has been called to act on the whole area of human sexuality. The Diocesan Committee on Human Sexuality will be recommending dialogue on this subject in the coming year making it more appropriate to discuss this at another time.

Moved, seconded the Resolution be considered to be on the floor. Discussion whether to consider this Resolution indicated concern that if the Resolution is not considered the diocese will not have an opportunity to be part of the decision at the General Convention. Called for the question - 2/3rds vote not received, motion failed. Debate continued on considering this Resolution.

Moved, seconded, **FAILED**, to consider the Resolution on The Celebration of a Commitment to Life Together at this Convention.

29. ORDER OF SERVICE FOR THE EVENING

The Bishop called on Bunny Williams and The Rev. John Gibbs to lead the worship.

Convention was declared in Recess until 8:30am, Saturday, October 23.

*8:30 am

CONVENTION RECONVENES

30. REPORT OF THE SECOND BALLOT DIOCESAN COUNCIL

LAY ORDER:	Ballots cast 411	Needed to elect 206	1 position*
Mr. Allen K. Halle	r	50	
Mr. James A. Man	ning	167	
Mr. Harry M. Stro	ng	75	
Mr. Drury Wood		108	
No election			

STANDING COMMITTEE

CLERICAL ORDER:		2 positions*
Ballots cast - clergy - lay Needed to elect	- clergy	- lay
Total cast 101 310	51	156
The Rev. John Lambert	26	91
The Rev. Joann L. Paolozzi	63	192*
The Rev. William Riker	19	62
The Rev. John Thompson	30	92
The Rev. Hollis R. Williams	61	148
ELECTED - The Rev. Joann Paolozzi		

LAY ORDER:			1 p	osition*
Ballots cast - clergy	- lay	Needed to elec-	t - clergy	- lay
Total cast	101	310	51	156
Ms. Irene Gold			43	173
Ms. Joanna Neshiem			30	71
Mr. Al Pomroy			26	45
No election				

The Rev. Hollis R. Williams withdrew his name from the Standing Committee Ballot.

31. SCRIPTURE REFLECTION: Ephesians 3:7-12

Delegates were invited to read the Scripture Reflection, share thoughts and insights with others at the table in response to the question, "What insights does this passage give you as you go about proclaiming the Gospel, together?"

32. REPORT OF THE TREASURER

The Bishop introduced Denny Bacon, Treasurer of the Diocese for his report.

32. Mr. President, Mr. Secretary, Members of convention, good morning! One of the most important things I do is report to you on the financial status of our Diocese. The encouraging news is that the 1992 operating budget ended modestly in the black for a change. Since our Diocese runs with little or no operating surplus, this reserve is our only source of emergency funds for contingencies, should they arise. The 1992 year end operating statement and the results of the audit are part of the public record, and are of utmost relevance as we discuss our 1994 budget and the assessment rate needed to support it. In conjunction with the 1992 year end results, I am pleased to report that year to date 1993 we have a small surplus in the operating fund despite many strains on the budget. This has been possible because our comptroler, Chris Clark, and the council have reduced the budget in several areas in anticipation of lower than budgeted income. Also, two staff positions vacated during 1993 have been left unfilled, resulting in some savings in the budget.

The annual audit of the diocesan books has been carried out by the firm of Anderson, Beall, & Raines of Seattle, Washington, according to the stan dards of the Episcopal Church as authorized by General Convention. Based upon these standards the Diocese received a clean opinion in 1992. Copies of the audited financial statements of the Diocese are available in the Treasurer's Office at Diocesan House for anyone to review. I think this is an appropriate time to explain one of the ways we've managed to live within our budget this year despite the continuing reces sion in western Washington and the resulting strains on local congrega tions. Starting with the 1993 budget, Council recommended, and you approved, a 4% assessment shortfall reserve of approx. \$100,000. Explained another way, the Council recommended budget expenditures that were 4% less than our anticipated assessment income if EVERY CONGREGATION PAID ALL OF THEIR ASSESSMENT ON TIME. Knowing from past experience that receipt of 100% of assessment income would be unlikely, Council had the wisdom to prepare for the inevitable shortfall, thereby lessening the effect on the program budget of this Diocese.

Coincidentally, the \$100,000 shortfall reserve is about equal to the money raised from the extra 1% assessment approved by Convention last year. As I will explain later, this conservative budgeting has allowed us to reach out in pastoral as well as financial ways to demonstrate our unity as a Diocese. In addition to the operating fund, my office has responsibility for three other funds of the Diocese: the Miscellaneous Trust Funds, the Mission Development Fund, and the Building Loan Fund. At the risk of repeating myself from year to year, let me explain these funds and their role in our life together.

THE MISCELLANEOUS TRUST FUNDS.

The trust and endowment funds of the Diocese are invested in the James F. Hodges Investment Fund. The income from these funds is used to support both general operations as well as specifically designated programs within the Diocese. As of 12-31-92, there was a total of \$8,470,734.30 in endowment funds, the income from which is available for use by the Diocese. This is an increase inprincipal amount of \$236,958.58 from a year ago. (For your information, the income from these trust funds supports 15% of the diocesan budget each year.) The Miscellaneous Trust Fund also holds \$1,691,573.62 in trust for other congregations and institutions, an increase of \$150,968.87 from last year.

THE MISSION DEVELOPMENT FUND.

Begun as a fund to purchase real estate for future congregations, this fund had loans outstanding on 12-31-92 of \$639,977.00 to seven mission congregations and three other ministries. The cash balance of \$356,550.00 was committed to assist St. Columba, Des Moines, in their building program, and Holy Cross in Redmond for acquisition of property adjacent to their present church campus. Currently, this fund has no money available for property acquisition.

THE BUILDING LOAN FUND.

This fund was established in 1949 to make loans to congregations building new churches as well as those with smaller remodelling and repair jobs. As of 12-31-92 there were 17 loans outstanding from 14 different congregations totalling \$1,634,742.61. The maturities run from 1 to 18 years and repayment terms vary. As of year end 1992, the Building Loan Fund (BLF) had loan commitments outstanding to 4 congregations totaling another \$1,204,000. So far in 1993 there have been no new commitments from the BLF. One encouraging development has been the transfer of the Bolling Trust from the DIF to the BLF. This trust of \$250,000 is now avail able for use by the BLF and will be held in reserve for smaller loans that must not be frozen out of the process by the demands of the large, new projects developing within the Diocese.

I want to applaud those congregations whose loans have been paid in full this year; the mission congregation of St. James' in Sedro-Woolley and St. Hilda/St. Patrick's in Meadowdale. Through the efforts of their parish ioners, these congregations have paid off their loans and enabled us to begin replenishing the BLF for additional loan requests.

I would also like to thank all of you who support our Diocese through your attention to the parochial reports, your assessment and loan obligations, and the annual audit process which protects the integrity of our churches. Without your participation the work of our Diocese would suffer.

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32. Now that these housekeeping matters have been addressed, I'd like to talk about some substantive changes that have occured in the financial management of the Diocese, for it is in these areas that you will recognize how the face of our diocesan financial administration has changed for the better. In February Chris Clark, our diocesan comptroller, chaired a workshop that brought together 40-50 treasurers to receive the new TREASURERS MANUAL and to discuss common problems of church finance. The manual, which has now been broadly distributed, was met with enthusiasm for it contains answers to all the commonly asked questions and most of the unusual ones.

Also in February the Board of Directors completed a <u>PRINCIPLES</u>, <u>POLICIES</u>. <u>AND GUIDELINES</u> document for all congregations considering a project needing financial aid from the Diocese. This document clearly defines how to apply for a loan from the BLF. This eliminates the old system of the "squeaky wheel" and allows coordination between the Board of Directors, Commission on Diocesan Congregations, and the Committee on Church Architecture. This way a potential borrower is treated in a consistent fashionthroughout the process, and hears only one voice speaking for the Diocese in the transaction.

In addition, the Board merged both the Property Committee and the Loan Committee into one, larger group. Since loan requests often require the expertise of both groups, this larger committee has the advantage of size and greater scope of knowledge, thereby ensuring that when a bishop's committee or vestry takes the time to come and see us, we can give them a thoughtful hearing with a representative group from the Board. These changes are imperative if we're going to be ready to serve the capital needs of the Diocese in the future. There are several major projects in the early planning stages, and it is as important for them to know where they stand in the lending process as it is for us to know how to guide them.

During 1993 we negotiated a \$500,000 revolving line of credit with SeaFirst Bank to assist us in meeting our loan commitments in the future. We don't want to hold up a loan, for instance, until a collateral piece of property is sold to satisfy another loan. This line of credit adds necessary liquidity to our lending operations.

At the end of 1992 the Board of Directors took several important steps in the management of the BLF. In December the Board approved a variable rate formula for loans, setting the rate for 1993 at 6 7/8%, down from 9% a year earlier. Using the new formula, the rate will change each January 1st, and will allow our borrowers to take advantage of today's low rates. In early 1993 the board also approved an interest rate reduction plan designed to encourage borrowers from the BLF to accelerate the payment of their loans if at all possible.

Two congregations, St. Johns' Kirkland and St. Lukes' Sequim, have chosen this path, lowering their interest rates by 4/10's of one per cent for each year the loan is formally shortened. By pledging themselves to this effort,

32. both congregations will save considerably on their loans, and assist the BLF by replenishing it ahead of schedule. Their efforts should be commended and I urge any of you with loans outstanding to consider this type of plan.

Another matter I would like you to be aware of is the developing relationship between the CDC, or Commission on Developing Congregations, and the Board of Directors. As you may know, the CDC administers a half million dollar grant budget each year which currently assists 29 mission congregations. In addition to the grant process, CDC has the responsibility to determine where diocesan resources are best utilized for mission development. In a world where there are too many demands on too few dollars, someone must make prudent choices about resource priority and allocation.

With St. Columba's, Kent, last year, and St. Hugh's, Allyn, this year, CDC has recognized the importance of their respective missions, and agreed to guarantee principal and interest payments to the BLF for loans to build new facilities in their area. In a Catch-22 situation, neither St. Columbas' nor St. Hughs' could support their new loans without new growth, but they cannot grow without the new facilities to attract and keep new families. In each of these cases, the Board found itself wanting to believe 'on the come', that each congregation would 'somehow' find a way to pay the BLF back. But we have a fiduciary responsibility for the assets of the Diocese, and we could not approve either loan based solely on their promise to pay it back 'someday' if the growth they hoped for materialized. CDC, however, came through in each case, recognizing the importance of the ministries involved as well as the demographics of each location. By having CDC backstop these loans, the board was able to exercise its duty without being the heavy, and both of these missions are now well on their way towards fulfilling their dreams in key areas of the diocese.

This cooperative effort speaks well for the future, and it defines more clearly the roles of the Board of Directors and CDC in the arena of new church growth and development. You will note, I hope, that the 1994 budget has \$50,000 designated for mortgage support within the CDC grant budget. In recognition of this help from CDC, the Board adopted an interest rate policy for mission borrowers from the BLF that qualifies them for a rate 1.5% below the prevailing rate set for parish borrowers.

For 1993 then, the mission rate has been 5 3/8, thereby easing the payment burden on CDC for these guaranteed loans. Both St. Columbas' and St. Hughs' have you to thank for their new projects, for remember, the CDC grants they received come directly from the assessment supported budget you approved yesterday.

The last change I want to talk about is easily the most important, the Emergency Response Team. Comprised of the Provost, Gerry Porter, either Pat Tomter or Betsy Greenman from the Office of the Bishop , one or two members of DiocesanCouncil, and either Chris Clark or myself from the Treasurers' office, this team was formed in late '92 to respond quickly to

32. congregations in financial crisis that found themselves unable to meet their current assessment obligations. In the past there was no process for dealing with current year assessment difficulties. Consequently, problems seldom reached Council for action until they were at least a year old. During that time, regular notices would be sent from my office about past due assess ments and the adversarial relationship that seems to separate us at times would develop in yet another congregation. From their point of view, it seemed as though no one at D-House cared about their problems. As well, mission and ministry would suffer from lack of funding. The financial crisis would become overwhelming with no apparent help from the Diocese for at least a year, maybe longer.

The ERT has changed all that in just one year. Because of the assessment shortfall reserve I mentioned earlier, the ERT had immediate resources to bring to bear. Starting in late November last year, the ERT has met with the clergy and lay leadership of 10 parishes and missions, and recommended for council's approval, forgiveness and accommodation wherever appropriate.

Most of the time we have travelled to congregations for afternoon or evening meetings, sometimes sharing potlucks, and listening to remarkable stories of anguish and determination as people have grappled with how to meet their obligations both to their own mission and ministry and to the Diocese. Time and time again we heard stories of people struggling with the twin burdens of compensation and the assessment that seem to eat up 80-90% of their budgets. By responding quickly and guaranteeing a fast decision by council, the ERT has been able to help these ten churches get back on their feet, feel as though a helping hand has been offered, and direct them towards solutions other than financial ones. Acting on the recommendations of the ERT, council has granted over \$75,000 in relief for 1993, and nearly \$50,000 in assessment relief from past years.

We believe that while a great deal has been accomplished, there are still 5 or 6 congregations that may need our help this year. On behalf of the ERT, I urge any mission or parish in crisis to contact us. We're here as a resource for you and are ready to help.

What is so important to this effort, however, is to realize that without your collective efforts to support our budget, the resources would not be available for the ERT to help. We often speak of our unity, our common mission to spread the Gospel of Jesus Christ. Nowhere is this more evident than in our helping each other in crisis. To those of you whom the Diocese has helped- we say "Go with God, we're with you!" and to those of you whose sacrifice has given us the power to help, we say "thank you! The grace of God is working through you!"

In conclusion, my thanks go out to all of the staff at D-House and in the Treasurer's Office who have helped me adjust to my new role as your volunteer treasurer. It has been a very exciting year for me, filled with creative hard work in many areas. I am finding the work of the Board and

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32. the property and loan committee challenging and stimulating. This is no rubber stamp group — rather a body of bright, committed lay and clergy volunteers from our Diocese who want the Vision to be successful. In addition to our oversight responsibility for the assets of the Diocese, we are constantly searching for new and creative ways to find capital for building programs and to help bring them to life as we have at St. Columba this year. To have heard the joyful noise at their first Eucharist would convince anyone of the value of our shared ministry together. I feel privileged to be near the heart of these efforts and look forward to another year of work with you reshaping the Diocese towards our Vision together. Thank you for your confidence in me — see you next year!

33. REPORT OF THE BOARD OF DIRECTORS

Bishop introduced Colleen Broaddus representing the Board of Directors and a member of St. John's, Kirkland to report for the Board.

"I have been asked to give you the report of the Board of Directors this year. I want to start by telling you who the members of the Board are, then tell you a little about how we do our work and, finally, tell you about some of the things we have worked on this year.

The Board has thirteen members, including Bishop Warner and our Provost Gerry Porter; our Treasurer Denny Bacon (whose report you just heard and who attends Ascension in Seattle and spends countless hours each day volunteering his time at the Diocese after spending a full day working as a municipal bond trader for Seattle Northwest); our Secretary of Convention John Schaeffer (who is the rector of St. Luke's in Renton); our Chancellor Don Mullins (attends St. Stephen's in Seattle and is a partner with the lay firm of Preston Thorgrimson); and two clergy and six laypersons who are appointed for three-year terms by the Bishop with the approval of the Convention. The two clergy members are Jim Blundell, who is currently the vicar of St. Christopher's in Olympia and Hollis Williams, rector of Trinity in Everett.

The six lay members include Sam Brown, who attends St. Mary's, Tacoma, Norton Clapp, who attends St. Thomas, Medina, both of whom are retired Weyerhauser corporate executives; McCall Richey, who attends Ascension, Seattle, is an officer of Kidder, Peabody and Co., and is the Chairman of the Diocesan Investment Fund Committee; David Sprague, who attends Epiphany, Seattle and is a local businessman and a former state legislator; Judy Yeakel, St. Augustines, Freeland manages her own investment and rental properties; Curtis Young, St. Thomas, Medina and is a Vice President and Manager of Investment Management and Trust Services for SeaFirst Bank; and me. I attend St. John's, Kirkland and am Corporate Counsel for SAFECO Properties.

33. The Board generally meets for a couple hours each month at the Diocesan House, starting each meeting with a reflection on a passage of the Bible. It has committees which assist in its work. This year the Property Committee

House, starting each meeting with a reflection on a passage of the Bible. It has committees which assist in its work. This year the Property Committee & Loan Committee were combined into one Loan and Property Committee since the two committees dealt with so many related matters. The combined Committee usually meets once a month, generally one week before the Board's monthly meeting.

Since the Board has legal and fiduciary authority for the Diocesan corporation, we review the monthly financial statements for the Diocese and spend a lot of our time reviewing information necessary to help us make wise decisions relating to Diocesan property, including the two loan funds (the Mission Development Fund and the Building Loan Fund), the Diocesan investments, and its land and buildings, such as Huston Center, St. Andrew's House, the property used by mission congregations, and the Diocesan House property.

This year we have spent a substantial amount of time dealing with requests for loans needed by many parishes and missions which desire to expand or build new facilities to house their growing congregations. We approved several loans, including a loan to assist Holy Cross in Redmond with the purchase of property for future expansion purposes, a loan to assist St. Hugh's in Allyn in constructing its future church building, a loan to enable St. Columba in Kent to cover the shortfall in its construction budget and a loan to enable Our Savior in Monroe to modify its church building. We have also adjusted the terms of some of the existing loans as we felt neces sary to respond to the needs of the borrowing parish or mission and other changed circumstances. Many of you, for example, have received a reduction in the interest rate on your loan as a result of the new variable interest rate policy.

We have received additional loan requests or are aware of possible future building projects or land acquisitions involving many other congregations, including St. Bede's, Port Orchard, St. Antony's, Silverdale, Holy Apostle, Seattle, Grace Church on Lopez Island, St. Aidan's, Camano Island, St. Francis, Mill Creek, St. James, Cathlamet, St. Clare's, Snoqualmie and Good Samaritan, Redmond, among others. This has been both exciting and challenging for us to deal with: exciting, as we have the opportunity to witness the enthusiasm of the members of the growing congregations who tell us about what God is doing among them, and challenging, as we deal with the lack of available money in our loan funds for even one more construction project until existing loans have been repaid.

As Denny mentioned, one of the ways we have responded to the challenge of so many loan requests is by developing a document describing the <u>Principles Guidelines and Procedures</u> for loans from the Building Loan Fund. Now we no longer have to deal with loan requests on an ad hoc basis, and loan applicants evaluate their requests. We have begun looking to the Commission for Diocesan Congregations for guidance as to the

33. priority of funding for these projects when funds become available. We have also tried to provide the parishes and missions requesting loans with advice on potential other sources of funds and have helped them consider other costs and considerations which may have been overlooked in their budget and development plan.

Deprovals o mentioned another, way we have responded to the lack of

Denny also mentioned another way we have responded to the lack of funds is by developing an interest rate policy designed to encourage early retirement of existing loans, in order to free up funds for future projects. We have also been receiving regular reports from members of the Campaign Leadership Committee who have been planning a future Diocesan fund-raising campaign to help replenish our depleted loan funds as well as meet many others needs of the Diocese.

The work done by the Campaign Leadership Committee has also led to the creation of a Planned Giving Committee in the Diocese. We have been receiving regular reports from the members of that Committee as well. They are now in the process of setting up a Planned Giving Program designed to assist peoplewho want to make gifts or bequests to the Diocese and its parishes and to administer those gifts and bequests. This year, on a case by case basis, the Board accepted several trust funds, gifts and be quests made to the Diocese and agreed to serve as trustee of some gifts given for the benefit of particular parishes. As a result of the work of the Planned Giving Committee, in the future we anticipate having a more efficient process of handling such gifts and bequests.

The Board also deals with maintenance issues relating to Diocesan properties, as well as decisions on whether to sell or purchase Diocesan property. Some examples of the decisions we have made this year, in additionto our work with the loan funds, include the following: approving the funding for a river study to help us decide how to deal with the river bank erosion at Huston Center and the funding for some necessary repairs and maintenance at Huston Center and St. Andrew's House; approving the sale of several properties, including the property formerly occupied by Holy Trinity in Hoquiam, several vacant lots in Port Townsend, and St. Bede's existing church building in Port Orchard; and approving an architec tural contract for St. Bede's future church building.

Finally, the Board also participates in the Governing Bodies Steering Committee by sending one clergy and one lay member to represent it on that Committee. The GBSC helps coordinate and direct the work of all of the governing bodies of the Diocese. Its other members consist of one clergy and one lay member of the Diocesan Council, one clergy and one lay member of the Standing Committee and two representatives of the Bishop's Office.

This year some of its major activities have included planning and presenting two retreats for members of all of the governing bodies, planning and participating in the regional meetings which were designed to prepare you for this Convention, and coordinating the listening teams of

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33. representatives of the governing bodies, including Board Members, that have been sent to various parishes and missions. It has been exciting to see the members of the governing bodies learn to appreciate one another, understand each other's respective roles and grow together in unity each time we meet.

The Board members appreciate the opportunity we have had to serve God and you in our work on the Board. We also want to express our thanks and appre ciation for all the support we have received from our hardworking Diocesan staff, especially our Comptroller Chris Smith-Clark and our Provost Gerry Porter.

We would appreciate your prayers for us in the challenges we will meet in the coming year. Thank you."

34. RECOGNITION OF RETIRING BOARD MEMBERS

Bishop Warner asked the members of the Board of Directors who were present at the Convention to come forward and be recognized by the Convention.

Personal Privilege was granted to The Rev. Jack Gretz to speak to action taken by Convention some years ago to direct the Board of Directors to divest of all investments in South Africa. The resolution still stands and it was suggested that action be rescinded to give encouragement to action taking place currently in South Africa.

Moved, seconded, <u>PASSED</u>, Convention rescind the previous resolution of Convention for the Board of Directors to sell all investments with companies doing business in South Africa.

SPECIAL ORDER OF BUSINESS

Bishop Warner invited Mr. Norton Clapp to come forward for the reading of a proclamation and presentation of a plaque.

"Faithful servant of God, committed Episcopalian, ardent adventurer, pioneering citizen, your passion for charting courses has assisted our Diocese to focus.

Your leadership with an eye to the horizon encompasses changes in winds and conditions. By your presence you have helped steer us through the waves of change, reckless determination as this diocese and its governance learned the values of servant leadership we have you as a model on our voyage. The journey of our baptized lives is always underweigh, uneventful dockings or tieing up in safe harbors is not the culmination of the voyage, nor we understand of your experience, but rather to continually set sail, staying the larger course and sharing the glorious gifts that God has provided for our journies. We are grateful to God and thankful to you for your presence on Board".

Presented to Norton Clapp from the Diocese of Olympia, October 23, 1993. Mr Clapp thanked the Bishop and Convention.

35. REPORT OF THE DIOCESAN INVESTMENT FUND

The Bishop called on McCall Richey, Chair of the Diocese of Olympia, James F. Hodges Diocesan Investment Fund to report on the fund.

Mr. Richey reported that the Diocesan Investment Fund has been in business since 1951 when Dr. Hodges served as Bishop Bayne's diocesan Financial Advisor. A group of local business men were gathered together to form a committee to help manage diocesan investments. Mr. Richey, Officer for Kidder, Peabody and Co. has been on the DIF since 1954. James F. Hodges serving as the guiding light of the committee brought on board, Bill Wilton retired Vice President of Peoples National Bank Trust Depart ment who served as Chair until his death in 1992; Bruce Robb now retired, Treasurer Safeco Insurance, Wylie Hemphill, Hemphill Brothers, currently serving on the committee, George Lhamon, retired Treasurer Pacific Car & Foundry, Furman Moseley, President, Simpson Timber Company; Cal Knudsen, former Vice President, Weyerhauser, Denny Bacon, Gerald Porter; with new members Dick Hubbard, Investment Manager of Assets for Safeco Insurance and John Morton, Bond Manager for Kidder & Peabody.

The portfolio for the fund is invested 40% in bonds and 60% in stocks. An annual report is prepared for parishes and missions information.

36. REPORT OF THE COMMITTEE ON RESOLUTIONS

Father Hauge reporting for the Resolutions Committee Committee presented Resolution 93/G/1-2

RESOLVED, that this 83rd Convention of the Diocese of Olympia address Racism by setting aside two hours at the 1994 Diocesan Convention for meaningful dialogue through the sharing of experiences of cultural diversity among the delegates, and be it further RESOLVED, that this dialogue process be replicated in each of the local congregations before the 85th Diocesan Convention.

Explanation:

Given the Resolutions; D113a Institutional Racism in Church and Society, DO43a Goals for Combating Racism, BO51s Clergy, Racism and the Baptismal Covenant, and AO90s Deployment and Reduce Discrimination, of the General Convention of 1991;

The Vision statement about becoming "One People of God;" Our Baptismal Covenant "To seek and serve Christ in all persons and to strive for justice and peace among all people.

36. The newly formed Racism Task Force will develop a process for Convention and local congregations that will allow us to faithfully consider and

begin to deal with the issue of racism in church and society.

Submitted by: Racism Task Force
Shirley Noble-Wingert, Chair

The Resolutions Committee recommends a PASS Moved, seconded, the Resolution from the Racism Task Force be passed.

Amendment: Moved and seconded,

RESOLVED, that on or before the 84th Convention of the Diocese of Olympia, the Racism Task Force report in writing to all congregations, members of convention, the Bishop and Diocesan Council, on the following:

- (1) The ethnic composition of this Diocese, and other similar Dioceses;
- (2) Specific identification of problems and impediments to vestry unity whether conscious or unconsious, structural or informal; and
- (3) Specific recommendations for changes and solutions, and be it FURTHER RESOLVED

That the Task Force is authorized to contact congregations to determine their news and concerns, and to obtain information needed for the Task Force's work.

Moved, seconded, Amendment to the Amendment to include the first amendement with the Resolution.

Considerable discussion ensued with many delegates voicing concern that the diocese needs the opportunity to study this Resolution, while others were concerned that this was a topic on the agenda at General Convention 1994 and there would be no opportunity for the Diocesan Convention to respond.

A Call for the Question to vote on the Amendment to the Amendment which would add the first Amendment to the two Resolves in the original resolution. PASSED.

Call for the vote on the complete Resolution including the Amendment with the original Resolution. <u>Passed</u>

Moved, seconded, the original motion as amended, PASSED

RESOLVED, that this 83rd Convention of the Diocese of Olympia address Racism by setting aside two hours at the 1994 Diocesan Convention (84th) for meaningful dialogue through the sharing of experiences of cultural diversity among the delegates, and be it RESOLVED, that this dialogue process be replicated in each of the local congregations before the 85th Diocesan Convention, and be it

- 36. RESOLVED, that on or before the 84th Convention of the Diocese of Olympia, the Racism Task Force report in writing to all congregations, members of convention, the Bishop and Diocesan Council, on the following:

 (1) The other reserves sition of this Dioceses, and other similar Dioceses.
 - (1) The ethnic composition of this Diocese, and other similar Dioceses;
 - (2) Specific identification of problems and impediments to vestry unity whether conscious or unconsious, structural or informal; and
 - (3) Specific recommendations for changes and solutions, and be it FURTHER RESOLVED that the Task Force is authorized to contact congregations to determine their news and concerns, and to obtain information needed for the Task Force's work.

Change in the Order of Business Defer item #38 to after lunch, #37 Third Ballot to be taken during a break just prior to Eucharist and before lunch.

39. SPECIAL ORDER OF BUSINESS

Bishop Warner introduced the St. Mark's Cathedral Compline Choir. The Choir entertained the convention with a delightful spoof of a rendition of The Lost Chord. This was followed by Bishop Warner's presentation of the Bishop's Cross to one of the senior members of the choir.

"It is not unusual for persons throughout the State of Washington to speak of St. Mark's Cathedral and Sunday evening Compline Service in one breath. Broadcast as far north as British Columbia and as far east as Spokane, the hustle and bustle of the weekend is brought to a place of peace and renewal for thousands as the Compline Choir brings alive an ancient Office of the Church. This is the Episcopal Church — on the airwaves and in the world — for all these listeners.

At St. Mark's, people stream in every door to find a place to sit — in the

pews, on the floor, in the light flooded sanctuary, in the dark recesses of the nave. They are all ages. They are from every walk of life. For many, hard rock and rap is their music of choice. For many, this is their only connection with the Church. But they are drawn to this ancient Office of the Church. I will always remember my first Compline Service at St. Mark's — its memory moves me to this day.

The music of the Compline Choir is gloriously haunting. It takes a serious commitment on the part of dedicated singers to bring this service alive week after week. Some are Episcopalians, most are not; some are young, some have seen considerable years. But like those who come, they too are drawn to this ancient Office of the Church.

One of the most clear examples of outreach and evangelism today in the Diocese of Olympia is found on Sunday evenings with Compline at St. Mark's. Although the decade of evangelism is only three years old, Charles Sherwood has exercised this particular ministry of evangelism for some

33. three and a half decades. Not only has he blended his voice with others, he is also affectionately regarded as The Voice of Compline — the solo voice calling upon the Lord to save us; the faithful voice heard by thousands each Sunday, calling us to prayer. Recently retired from the Compline Choir, it is my great pleasure to award

The Bishop invited Peter Hallock to step forward. Accomplished and noted musician Composer and choirmaster renowned Psalmist extraordinaire Hymnodist beyond compare Your skillful musicianship resounds Musical forms you inspire You manage and lead compline choir A musical form you will wear As the title CANON you bear Graced with this additional tenor Your basic key is not altered Resting wholely on your sharp ability to tune into life's possibilities We accord you the title of CANON OF HONOR in the Diocese of Olympia

the Bishop's Cross to CHARLES SHERWOOD"

Awarded on this twenty-third day of October in the Year of our Lord 1993

CANON PETER R. HALLOCK

37. THIRD BALLOT The third ballot was taken.

*11:30 am Holy Eucharist 12:30 pm Lunch

* 1:30 am CONVENTION RECONVENES

40. REPORT OF THE THIRD BALLOT

Vincent W. Warner, Bishop of Olympia

DIOCESAN COUNCIL

LAY ORDER: Ballots cast 422 Needed to elect 212 1 position* Mr. Allen K. Haller 31 194 Mr. James A. Manning Mr. Harry M. Strong 81 Mr. Drury Wood 116 No election

40. STANDING COMMITTEE		2 pc	2 positions*	
	CLERICAL ORDER:			
	Ballots cast - clergy	- lay	Needed to elect - clergy	- lay
	Total cast 104	318	53	160
	The Rev. John Lambert		36	110
	The Rev. William Riker		18	7 3
	The Rev. John Thompson		49	131

LAY ORDER:	1 position*
Ballots cast - clergy - lay	Needed to elect - clergy - lay
Total cast 104 318	53 160
Ms. Irene Gold	55 202*
Ms. Joanna Neshiem	24 59
Mr. Al Pomroy	23 46
ELECTED: Irene Gold	

Mr. Al Haller withdrew his name from the Council Ballot.

Due to the rquirement for a fourth Ballot for the Standing Committee and the Diocesan Council, the Secretary reported the following.

Standing Committee - Article X. Section 1

.....If a fourth ballot is required at any election, said ballot shall be made up of the two persons receiving the higher number of votes on the third ballot in the order from which one is to be elected, and only members of that order shall vote thereon.

The two clergy with the highest number of votes remaining on the fourth ballot will be The Rev. John Lambert and the Reverend John Thompson.

40. Diocesan Council - Canon 6, Section 4.

At each Annual Meeting of the convention there shall be elected one member of the clergy and two lay Communicants in Good Standing to The Canon does not specify how a fourth ballot will be conducted. In consultation with the Chancellor and Vice-Chancellor the decision is that there must be a fourth ballot. The winning candidate must have a majority of the ballots cast. Voting will be by both orders.

37. FOURTH BALLOT

No Election

38. RECOGNITION OF NEW CLERGY AND STAFF

Bishop Warner recognized the following clergy and laity.

CANONICAL CLERGY SINCE CONVENTION 1992

Scot Dills St. Mark's, Seattle
Fred Elwood St. John, Olympia
Mary Jane Francis St. Margaret, Bellevue

Susan O'Shea Sts. Martha and Mary

RETIRED CLERGY SINCE CONVENTION 1992

H. Stewart Ross Trinity, Everett
Kenneth Snyder St. John's, Olympia

Jack Ledger continuing ministry at Swedish Hospital
Charles W. Hunter St. David's, Friday Harbor
David Storm St. Andrew's, Port Angeles

CLERGY TRANSFERS TO OTHER DIOCESES

William Nevils to East Tennessee
A. James MacKenzie to Eastern Oregon

Sherman Hesselgrave
Phil McNairy
Roger Grist
Hume W. Reeves, Jr.
to Date of Cregon
to Minnesota
to Western Oregon
to Wyoming

Richard Matters to San Joaquin

LICENSED CLERGY SINCE LAST CONVENTION

Appavoo, David Christ Church, Blaine
Beekmann, Richards Whidbey Island
Mason, Gerald St. Andrew, Aberdeen

Steever, Jr. Ed (Deacon) Church of Our Saviour, Monroe

Wilson, Robert Hoodsport

Scott, Dick (Deacon) St. Antony of Egypt, Silverdale

DEACONS ORDAINED PRIESTS SINCE CONVENTION 1992

Kevin Smith St. Catherine's, Enumclaw

Mark Earl St. John's, Centralia Stephen Moore Trinity, Seattle

Robert Dietel St. Hilda-St. Patrick, Edmonds

CANDIDATES

Jennifer Cleveland Ann Lukens Christy Close Mary McCaw

Jeanne Ensor Craig West (inadvertently dropped Mary Gould from the '92 Journal as a Postulant)

60 **POSTULANTS** 38.

Stephen Best **Evelyn Bowen**

Kathryn Deierling

Steven Gaub

Melodie Kimball

Anna Korathu Janet Lombardo

Christopher Martin

LOCAL PRIESTS PROGRAM ORDAINED PRIESTS

Lorraine Dierick Gretchen Gunderson

Dick Kindle Bill Mutchler

TO BE RECEIVED FROM THE ROMAN CHURCH Vincent Murray

NEW STAFF

Murray Trelease, Planned Giving Field Officer Jean Leed, Director of Stewardship and Development Morris Hauge, Interim Dean, School of Theology

Judith Mullins

William Parker

Elizabeth Rene Mary Shehane

Roy Tripp

Douglas Simonsen

Robert Vujovich

St. Mark's, Montesano St. John's, South Bend

St. John's, South Bend

St. Luke's, Elma

42. REPORT OF THE ARCHIVIST

Bishop Warner called on Peggy Hansen, Diocesan Archivist and Records Manager for her report.

"Bishop and Members of Convention. This is the last year you will elect me as your Archivist. I will retire on March 31, 1994. I asked for time on the agenda to give my Annual Report. I feel you should know three things about your Archives. Where its been, what I see as issues for the future and my personal philosophy about what I have done and tried to do in your Diocesan Archives.

Your archives began in 1976, when Bishop Cochrane bought a pig in a poke and appointed me as Archivist. It was on the recommendation of Canon Thomas Jessett, the historiographer and Lynn Young, the Program Director for Education for whom I worked. I was the Education Resource Center Librarian at that time. I knew nothing about being an Archivist. I did have an intense interest in preserving all the wonderful papers, books and records that were accumulating in Diocesan House. Two years prior to this time I had, with the help of Bill Curtis, Bishop Curtis's son, cleaned 10 cubic yards of old checks, convention ballot boxes, old furniture, and a few antiques from the basement storage rooms of Diocesan House. This was at the direction of Harry Machenheimer, the Administrator who told me what to save and what to throw away. When we were done we had two large legal storage boxes packed with some very valuable records that had

42. survived from Bishop Paddock's time, a collection of Spirit of Missions magazines dating back to 1844, and a collection of books written by Herbert Gowan one of our early historiographers. These books were all in Asian languages. Herbert Gowan, one of the early Rectors of Trinity Church, Seattle had been a professor at the University of Washington and was an expert on the Orient and Oriental languages.

The final items were a collection of prayer books that had been put together in 1949 by Canon Jessett in recognition of the 400th Anniversary of the Book of Common Prayer.

Upon my appointment as Archivist these two boxes became the Archives of the Diocese of Olympia.

At first I needed to know what to do with these things and how to do it. The University of Washington just happened to have an intensive week of study in Archival Management in June of 1976. The Bishop paid my way to go. Inthat class I met some of my colleagues who are my friends and associates to this day in the Seattle Archival Community. The next summer the Bishop sent me to the "U" for another intensive class in Archival Arrangement and Description and I was nominated at that time for membership in the Society of American Archivists by the U.S. Archivist Richard Berner.

I was now serving as both the Librarian and Archivist. The Constitution and Canons were revised in 1976 to provide for an Archivist. This also provided me with a job description. Financial assistance from Dr. Hodges enabled the remodeling of two rooms in the basement for Archival storage and work space. In 1980, I resigned my position as Librarian and became your Archivist. I remember Harry Machenheimer saying to me, "Peggy we can't pay you very much but will \$2,000 a year be alright?" I accepted his offer.

All this while your Archives were growing in volume and complexity. We had surveyed all the records in diocesan house, searched the house and attics for all stored records, artifacts, Bishop's vestments, Prayer Books, and scrapbooks. They were all moved to our new archives in the basement. The quarters were not ideal, the heating pipes, sewer pipes and water pipes all were in the ceiling and walls in this area. In the archives we made do. With a small budget I started a microfilming project and was able to process into the archives records of Bishops Paddock, Keator, Bayne and Lewis.

In July 1987 the diocesan house experienced an arson fire. The remainder of that year and the following years have been spent assessing the damage to the archives and the records of the Diocese of Olympia that existed on July 17, 1987. It is because of this event that I wish to address the issues that are affecting your archives now and will affect the archives in the future. Some records were completely destroyed. Other records were badley damaged but survived. The issue here is the records that existed in the offices at that time were all affected by the fire. Every piece of paper,

42. book, vestment and artifact was subjected to chemical cleaning and 6 or more hours in an ozone chamber to remove the smoke odors from the items. Ozone is a bleaching agent and highly destructive to paper. Every piece of paper that existed at the time of the fire has had its life shortened. The archival boxes replaced at the time of the fire and other acid free materials we use for preservation need to be replaced again. When opening these boxes today you can still smell the acrid smell of smoke. Papers and photographs have the tell tale signs of brown edges and brown stains of chemical and smoke damage. The Journals of the last century are crumbling and I have had to deny access for users. Only the microfilm is available.

How long will we have these items? I really do not know. Their care must be considered now if they are to survive for the future. I have as your archivist attempted to do the best we can afford with the constraints of time, our facilities and budget. After the fire the archives were moved to the attic of diocesan house. The facility is cleaner, bigger and more suited to archival storage. It has its limitations. I was promised temperature and humidity controls when the archives were moved to this location. Upon consultation and study it was determined that we do not have the electrical capacity in diocesan house to support such a system. Money constraints have limited the amount of dollars available to seal the walls, paint and provide adequate shelving for our records.

Please do not construe this as complaining. I merely wish to give you the delegates to this convention the facts about the state of the diocesan archives at this moment in time. In 1985 at the time I was asked to also become the Archivist for St. Mark's Cathedral it was suggested we combine the two archives at some time in the future and build a proper facility at St. Mark's Cathedral. I was asked to prepare for St. Mark's an outline of such a facility. I did prepare one and was told it was to be included in the Century II plans. At the present time I have no knowledge that this has been included. I raise the issue with you as I feel this is the proper direction for the diocese and St. Mark's to proceed.

What is your Diocesan Archives like today? How big is it? What are we saving?

The Diocesan Archives occupies two attic rooms and one office on the third floor of diocesan house, with approximately 700 square feet of floor space and 1,000 cubic feet of records. We have begun the process of developing a data base for the easy retrival of the records. We have identified 589 archival boxes and 289 bankers boxes in records storage to this date, and we have not completed numbering the boxes. My memory is no longer adequate to the task of locating records, The diocese has a records, retention storage and destruction schedule which is followed and allows for the destruction of unnecessary records. The diocese complies with the Diocesan Canons, National Canons, State and Federal Law which apply to the keeping of records. Your archivist uses the advice of the Chancellor in

42. preparing policy for the retention of the diocesan records.

This year the new Committee of History, Archives and Records has done two workshops for congregations providing guidelines for archives and records management.

Your archives saves all records and items of value to the Diocese of Olympia and its congregations. I am constantly called upon to research property information, terms of wills and trusts and origins of monies deposited into the Diocesan Investment Fund and the policies of access for use of these monies. In most instances the records of the individual congregations have disappeared but the records of the Bishop's Office as kept over the years provide the information or clues to the answers needed. It is because of this constant need for information that in consulting with congregations, I urge with the Chancellor's endorsement that each congregation set up a records retention storage and destruction schedule. The Chancellor urges that in addition to the schedule each congregation have a two drawer fire proof file in the church office for vital records, have locks on the filing cabinets and the office doors, and develop orderly and regular filing habits.

In conclusion as I stated in my opening remarks, I would like to close with my personal philosophy of why I do what I do. I have been asked many times over the years, what does archives and records management have to do with the "church"? Why should we fund an archivist or records manager?

Your archives saves and preserves the records of God's people in the Diocese of Olympia. When the records are studied and used to write history or answer questions they tell us how God has acted in our lives and the lives of the communities in which we live.

Linda Dibiase, a member of our History and Archives Records Committee from St. John's Church, Kirkland used the following quote from the Psalms as the opening for her paper, "Doing History as a Christian". "Great are the doings of the Lord; all people study them for their delight". Psalm 111.1 Bishop Robert Cochrane in his introduction to my "Guide for Parish Archives" said and I quote, "We are the people of rememberance. We are the people with a story - The story of God's saving love and concern for his world through the mission and ministry of his Church".

God gave King David, in the Old Testament, the instructions for the building for the ARK of the Covenant. The directions given there meet archival standards today for the preservation of documents and papers. Our Bible stands as a living testament to the oral tradition and the keeping of records.

Last Sunday's Gospel tells the story of Jesus being asked, "should the people pay taxes to Caesar"? Jesus asked them to bring him a coin. On one side of all the coins of the Roman Empire was the picture of Caesar. Looking at it Jesus said, render unto Caesar that which is Caesar's and unto God that which is God's". That statement from Jesus says to me that we

42. owe it to the Lord to obey and comply with all the laws of record keeping that exist and that we should be leaders in complying with those laws. In our increasingly agnostic society we should be the light that lightens the darkness. If there is a right way to do it, we owe it to the Lord to do it right.

Finally, I want to thank you for electing me 16 times to be your Archivist. I have enjoyed my tenure as Archivist. It gives me great satisfaction to help people. Every time I have been able to produce a record that someone has needed I have rejoiced that I was able to provide a service. This has been a ministry that has gladdened my heart and satisfied my soul. I will miss being your Archivist but the time has come for me to leave and to proceed with my life in other ways. Thank you again for allowing me to have the privilege of being your Archivist.

Following Peggy's report the Bishop gave her the following Citation with the thanks and acclamation of Convention delegates and visitors.

PEGGY ANN HANSEN Records Manager and Diocesan Archivist

Neither titles nor citations can capture the ministry you have given. Your twenty-eight years of servant ministry on behalf of this entire Diocese has, is and will continue to help us know and tell our story. For over a quarter of a century you have assisted people from many churches and walks of life to find their history and to understand what has gone before.

You are a deep well of knowledge.

You have resurrected from fire and destruction an archives and retrieval system which provides access to the story of this Diocese. You have brought energy and insight to your leadership in numerous Associations of Archivists.

Diocesan House — the Ferry-Leary Mansion — has come alive through your ongoing study and interest in its building, its contents, its people — past and present.

Thousands of visitors have been guided through those stories.

Most of all, you are an educator. Your goal of a well-running system and accessible information comes out of your ever-present value of education. People grow in understanding by learning.

You have been a faithful steward.

Your ministry leaves us a strong legacy of our history and tradition. *Presented on behalf of the Diocese of Olympia by*

Vincent W. Warner, Bishop of Olympia

83rd Diocesan Convention

October 23rd 1993

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43. REPORT OF THE COMMISSION ON STEWARDSHIP AND DEVELOPMENT

Bishop Warner introduced Mrs. Peggy Habegger, Chair of the Committee.

"Good afternoon. Brand new and with one Stewardship and Development Commission meeting under my belt, I stand before you representing the 12 individuals who comprise that Commission. I am already very very impressed with their dedication and concern for furthering the cause of Stewardship and Development in our Diocese.

Some of these important players that you should know are:
Stewardship Education Chair, Joan Bernichon, Capital Campaign Chair,
Andy Pringle, Planned Giving, Chair, Carol Batchelder; Murray Trelease,
Field Officer, JeanMcCord, Planned Giving Consultant, Episcopal Charities
Appeal, Chair, The Rev. Jack Gretz, Consultants to the above: Chuck
Raaberg & Annette Lomont, Director of Stewardship and Development,
Jean Leed.

Previous to the decision to combine these funtions into this new Commis sion, there was a Development Committee and I want to thank The Rev. Fletcher Davis who so ably chaired that Committee, helping to get all of this off the ground.

Specifically I would like to share with you a brief report or summation of what is actually going on in these vital and active sub-committees of Stewardship & Development.

Stewardship:

The Stewardship Committee offers consultation and discussion with Stewardship Committees, Vestries and Bishop's Committees to help each congregation with the design and execution of stewardship education programs that will meet the unique needs of that congregation. Their aim is to create opportunities for people to understand the call to stewardship inherent in their baptismal vows and to experience first hand the joy of giving for the spread of the kingdom of God.

Due to the restructuring of commissions and the lack of a stewardship coordinator for most of this year, the actual consultations have been fewer than they had hoped. They have consulted with six congregations during the course of the year. With a full-time Stewardship and Development Officer now on board, they anticipate a significant increase in opportunities for consultation in the coming year.

During this past year the committee sponsored two diocesan wide work shops presented by The Rev. John Brackett, PhD., author "On the Pilgrim's Way - Christian and Tithe". The combined attendance at the two work shops was 165. They expect to have at least two workshops in the coming year - one in the spring and another next fall.

There are 4 wonderful, enthusiastic individuals who have been the Stewardship and Education Committee these past several years and they

43. would welcome some new volunteers. If you are interested please just make yourself known to Joan Bernichon, Dick or Nell Rehm, Larry Talbert, Jean Leed or myself.

The Capital Campaign:

The Episcopl Church in Western Washington embarked on a Capital Fund Campaign to strengthen the church demands of Christian growth and outreach as this region continues to grow.

The last successful Capital Campaign was conducted in the early 1960's. That effort resulted in the restructuring of Camp Huston into a larger summer camp for the youth of our diocese, and built a Conference Center to meet the growing needs of the diocese.

Now it is 1993. The time is before us to strengthen the whole church in Western Washington. This campaign will allow Episcopalians to meet the current and future call for religious growth in our area. There are some specific needs to be met:

1. We must help those congregations that are now experiencing rapid growth and need assistance to meet the challenges that come with that growth, including expanded outreach.

2. There is tremendous growth occurring in areas of Western Washington where there is no Episcopal Congregational presence. We need to build new churches and train leaders, both clergy and lay.

3. To insure that future generations of Episcopalians will have the continued use of facilities such as St. Andrew's House, Camp Huston, St. Mark's Cathedral and Diocesan House, we must repair and expand these institutions now.

To meet the challenges a short term goal (3 years) of eight million dollars has been identified and a long term goal (15 years) of thirty million dollars. Our church has the elements for success. We have the leadership of our Bishop, Vincent Warner; an experienced and competent Director of Stewardship and Development, Jean Leed; advanced gifts in the amount of \$500,000 for advance campaign funding; a Campaign Leadership Committee in place; and thirty-eight thousand Episcopalians in Western Washington. When all of these elements are joined together we can make a major religious statement for an increased quality of living for thousands more. Andy Pringle, Capital Campaign Chairman says:

"Our Episcopal Ship of Stewardship has cast off moorings for a journey of Evangelism throughout Western Washington".

Planned Giving:

Over the next 20 years it is estimated that \$8 trillion dollars will be passed down to heirs. This intergenerational transfer will make 6 million people millionaires. Surprisingly, 70% of the population do not have wills. Of the 30% who have made plans for the distribution of their estates, only 8% have designated a philanthropy. And of those 8 % who wish to share their financial blessings to benefit mankind through a charitable gift, 45% have designated their church.

43. This past year a Planned Giving Program has been established to further the mission and provide permanent support for Episcopal Churches in Western Washington. This program has been designed to assist you in ways to remember your congregation, the Diocese or both through a planned gift. Your gift will be used as you direct, to strengthen local congregations and ministries; to recruit and train lay and clergy leaders for the ministry of the Church; to serve special populations, such as youth and ethnic communities; to improve existing properties and acquire new properties in order to construct new church buildings. In the long run, your planned gift will insure the future of our Church in the Diocese of Olympia. There are a number of ways you can make such a charitable contribution and receive special tax benefits in return. The simplest way to provide a permanent source of support for your church is through a bequest in your will. If you have already written a will and would like to modify it to include a gift to your congregation or the Diocese, a legal amendenent known as a codicil can easily make that provision. The amount you leave is exempt from estate taxes.

You can realize immediate tax and income benefits while providing for the Church through one of several charitable life income plans. The Diocese (through a charitable giving expert assisting the Planned Giving Committee) is able to provide you and your advisors with the tax and income calculations for your specific plan without cost or obligation.

Those of you who make a planned gift to your congregation or the Diocese are eligible for membership in the "Bishop's Society'. In appreciation of your generosity, you are entitled to a special recognition during your lifetime and will be invited once a year to a special Service of Thanksgiving followed by a reception with the Bishop. If you have already included your congregation or the Diocese in your estate plan, please notify the Office of Stewardship and Development at the Diocesan House and your membership in the "Bishop's Society" will be assured.

Each parish and mission in the Diocese has been asked to appoint two Planned Giving Coordinators to act as liaisons with the Diocese in this program. Planned Giving Seminars are scheduled within the next few weeks to familiarize the coordinators with the program. The first seminar will be on October 31st at St. Mark's, Seattle and the second seminar will be on November 14th in Chehalis.

We are pleased that The Rev. Murray Trelease has agreed to be the Plannned Giving Field Officer for the Diocese, he has been very busy meeting with clergy, vestries and congregations to acquaint them with the program. We encourage you to stop by the Planned Giving booth during your Convention "free time" and to pick up an informative Planned Giving Brochure and meet Father Trelease.

Please give some serious thought to the Planned Giving Program. Your gift will help insure that the Episcopal Church meets the financial and spiritual challenges of mission in the decades to come.

43. Episcopal Charities Appeal:

This ministry is near and dear to me because I have been involved since it's beginning in 1988 - the year of the first appeal in the Diocese of Olympia thanks to the vision of then Bishop Robert Cochrane and our Diocesan Council and in particular The Rev. Michael Creighton, Carol LaBelle and Mary O. Haller, all of whom were Council members.

We are improving in the support we are able to give to the human needs ministries in our Diocese supported, in part by E.C.A. and we have hopes that each year our efforts and proceeds will increase and that the request we receive may be more fully met.

Our 1993 Report is in your Convention materials.

It shows our total receipts: \$55,593.39

total expenses: 11,083.38 distribution: 60,000.00

There were 763 households that responded to the appeal.

Pierce County Convocation wins the prize for 1993 - a round of applause and a deep sense of pride, I hope, for a job well done. This year they raised the most dollars but I have to tell you that Seattle North still leads with the highest number of households contributing.

We do have a complete report with the totals for each congregation and each convocation if you are interested in seeing that information.

I am pleased to call on Jean Leed, Director of the Stewardship and Develop ment Program."

"Peggy has described our <u>challenging ministries</u>, all of which are <u>intercon nected</u>. The creation of the <u>Stewardship and Developmment Commission</u>, which brings together representatives of all 4 committees plus other interestedpeople every other month, helps each committee understand and appreciate that <u>connectedness</u>, while also identifying gaps in service.

Our Mission:

The mission of the Stewardship and Development Commission is to provide leadership and encouragement for developing and sharing resources to strengthen the work of the Episcopal Church throughout Western Washington. (Book marks stating this are on each table).

Our staff consists of 3 people, Dede Dunn, Murray Trelease and myself with two consultants Annette Lomont and Chuck Raaberg. As staff our charge is to support and mobilize volunteers from around the Diocese on commit tees and, upon request, to be a resource for parishes and missions in the areas of stewardship and development. We're hear to provide linkages, showcase models, provide consultation, and lift up successes. We are trying to model servant ministry.

Staff and committees all operate from the basic principle that true Christian giving (like all other aspects of the way we express our faith) is motivated by

43. Thanksgiving and an irrestible urge to offer praise to God.

"It is not grudge giving: I have to', nor duty giving: I ought to', but thanks giving: 'I want to'.

Giving of time, talent and treasure is an indicator of our relationship to God, our concern and love for others, and our own inner joy. It eminates from a spirit of abundance, not fear and timidity. It is another way in which we proclaim boldly by word and action the reconciling Gospel of Jesus Christ. It is another manifestation of our part of the Covenant:

Iames Russell Lowell poem:

"Give to the hungry sweet charity's bread,
For giving is living," the angel said.

"Must I be giving and giving again?"
the weary, wondering question came.

"No," said the angel, piercing me through,

"Just stop, when the Lord stops giving to you."

We invite your participation, your requests for assistance, your success stories to share with others, and your prayers for success in our servant ministry.

44. BISHOP'S CROSS PRESENTATION

"Living into his Baptismal ministry in very personal ways that touch the lives of people of all ages, this man truly witnesses Christ's work in the world. Husband, father, grandfather, former vestry member, church school teacher, alternate convention delegate barely begins to describe him. The young women of Faith Homes, Brentwood, know him as the person who trusted them enough to teach them to drive — using his own car. This may seem like a small thing to some of us, but to young women who have had relatively few positive experiences with adults, this is a wonderful gift, indeed. The less personal, more practical, aspects of what it takes to provide a group home experience is not forgotten either. Through his work on the landscaping and routine maintenance, the physical surroundings, are well cared for and enhanced.

But Brentwood is not his only ministry. Ecumenically he's active in Associated Ministries and Project Hand, collecting household goods and delivering them to people who are moving from the street to a more stable environment. You'll also find him cooking dinner for the homeless in the Community Kitchen once a month, a ministry he's been involved in since 1990.

This caring man, in his quiet way, demonstrates his love for Christ through his work at St. John's, Olympia, through diocesan affiliated ministries such as Faith Homes, and to the community at large.

It is with a great deal of pleassure that I present the Bishop's Cross to

45. REPORT OF THE INSURANCE COMMITTEE

The Bishop introduced Bill Meacham, Chair of the Insurance Committee to address Convention regarding insurance issues.

Mr. Meacham stated that health insurance costs in the diocese had become a major issue this past year. There were claims on the Insurance Program in excess of \$750,000 within the first six months of 1993, with premiums of less than \$360,000. This is a catastrophic situation. If the diocesan rates had been pre dicted by the Church Insurance Company on our actual experience we would have had a 40 to 50% rate increase on top of some major premiums. The result, due to our past experience and some stop loss factors that were included in our calculations was a 26% rate increase, due in 1/1/94. However, by adopting cer tain meassures and especially increasing our deductibles and increased stop loss factors we could change that increase substantially. The Insurance Committee discussed this with CADO, Diocesan Staff, staff for the Office of the Bishop with the following recommendation.

The report includes an increase in the deductible to \$300. which is an increase of \$200. over the \$100. currently being paid, with an increase in the stop loss levels. The basic factor is that the increased deductible and the stop loss plus the addition of two new benefits, one is Vision Care which will cover 100% after the \$20.00 deductible for the exam and \$20.00 for the hardware as well as an Employee Assistance Program. The Committee feels fairly sure that the total increase in premiums will be kept at 15%. Although not pleasant Mr. Meacham stated that the only alternative would be substantially higher premiums and stop loss which the Committee feels would be a hardship on many families. The proposal was accepted by the Personnel Committee and approved by the Diocesan Council.

MOVED, SECONDED, the Convention ratify action of Council in accepting the Insurance Committee Report. **PASSED**

The Rev. Ken Snyder having been granted privilige stated that he wished to speak to the action just taken by convention. He wished to be sure it was understood that the increased premiums would transfer costs from congregations to clergy families. That the action taken was not related to salaries, and that it has no bearing on the schedule of salaries in the report of the Personnell Committee.

Stating he would like to now make a motion, Father Snyder reported the following:

That provision of health, life, dental and vision insurance and an employee assistance program is understood by this Convention to be a benefit included in the Total Compensation Policy for clergy and lay employees of this Diocese.

45. And this Convention places responsibility and jurisdiction for these benefits with the Commission on Personnel,

And that the role of the Insurance Committee will be to provide advice and recommendations to the Commission on Personnel with regard to coverages, costs and carriers. MOVED, SECONDED.

Point of Order was requested and clarified by the Chair. MOVED, SECONDED, To Table the motion. <u>PASSED</u>.

Report of the Tellers - FOURTH BALLOT

DIOCESAN COUNCIL

LAY ORDER:	Ballots cast 373	Needed to elect 187	1 position*
Mr. James A. Manr	ning	215*	•
Mr. Harry M. Stror	ng	59	
Mr. Drury Wood		99	
ELECTED. I			

ELECTED: James Manning

STANDING COMMITTEE

CLERICAL ORDER: Ballots cast - clergy	85	1 position*
The Rev. John Lambert	35	•
The Rev. John Thompson	48*	
ELECTED: The Rev. John Thompson	1 year term	

46. REPORT OF THE CATHEDRAL CHAPTER

The Bishop called on Leslie Scott, Secretary for the Chapter's report.

"The Cathedral stands not only as the architectural and spiritual symbol of our common life together as parishes of the diocese but also as a reflection of the Bishop's vision for ministry and programs within the diocese; as a place of worship for St. Mark's congregation; and as a gathering place for people of the greater Seattle community.

The Chapter exists as the guardian and advocate of this concept as opposed to other cathedral/chapter models with differing visions of themselves as in St. John's, Grace, or even the National Cathedral.

In the two years that I have been a member, we've discussed the Constitution, By-Laws, and Articles of Incorporation of the cathedral, the chapter, and Cathedral Associates, all in an attempt to sort out governance issues. I expect that in the near future the members of the Chapter and St. Mark's Vestry will meet to sort these out with a probable report to the next convention.

In 1991, we began a cycle of diocesan celebrations: Acolytes (1991 & 1992), musicians (fall of 1992), altar guild/sacristan (spring of 1993).

We are scheduling for 1994: lay ministries (secretaries, treasurers, youth, Christian education directors, EFM mentors), clergy renewal of vows and the

Time Capsule which will be sealed for at least 25 years.

We will be hosting an ordination reception November 12. We have been

46. "umbrella hosts" for Cathedral Day, Association of Anglican Musicians (June, 1992), Cathedral Associates programs. We also nominate some of the Board members.

We are a 16 people body: Bishop, Dean, President of the Standing Committee, Diocesan Chancellor, Cathedral Chancellor, are permanent members, 3 clergy and 3 lay people elected by convention for 3 year terms, and 5 members elected by St. Mark's Parish. We meet about five or six times during the academic year.

47. EPISCOPAL RETIREMENT HOMES OF WESTERN WASHINGTON
Bishop Warner called on Frank Flannigan representing the Episcopal
Retirement Homes for a report on their status and future plans, goals and
missions.

Mr. Flanigan reminded convention that the three goals of the ERH that were shared with the delegates last convention were;

1) In the next few years ERH would establish and start construction on an Episcopal Retirement Home.

2) Reach out to all parishes in Western Washington to offer help to congregations to do what was needed towards retirement housing in their own area, community, parish.

3) Made an offer to any congregation to join with ERH in some manner to build a retirement facility in their own area when they were ready, willing and able to do so.

The report on the result of those goals is;

1) Invitations were recently sent by St. Paul's Canterbury Manor for a ground breaking ceremony for a Senior Retirement Community in Bremerton. Ground will be broken and a retirement community will be built, valued in excess of 6 million dollars.

2) Reaching out to help congregations we have had a number of opportunities to aid congregations to move forward as they look at possibilities for a retirement community in their own area.

3) Joined with a parish to build a retirement community we were able to work with St. Paul's, Bremerton to begin construction.

Today all three goals are almost the same. We are in the process of trying to plan for the building of other retirement communities in Western Washington. With the knowledge and experience of what to do and how to do it we are optimistic that we can start a series of community centered retirement homes. ERH continues to pledge to join with parishes to help them achieve their goals with regard to retirement homes in needed areas and to help parishes fulfill their own goals.

48. "SHARING OUR MINISTRY"

Bishop Warner called on The Rev. Stephen Wendfeldt, St. Paul's, Bremerton to report on St. Paul's (Bremerton) Canterbury Manor.

Father Wendfeldt statedthat it was a joy to be at the convention to be able to share a dream come true of part of the basic vision and mission at St. Paul's. He stated it has been happening over a five year period and will culminate in the celebration of the ground breaking ceremony at St. Paul's. In order to raise needed funds for St. Paul's they had attempted to sell a piece of church property, however it seems apparent now that the Lord had other ideas as a buyer did not appear. St. Paul's began to work on their vision and mission statements and it soon became apparent that what God had in store for them was to expand and serve the community. They gradually began to realize that there was a number of elderly people attending St. Paul's plus others outside the church community that were in need of senior housing at a reasonable cost. After working with a variety of government agencies it became apparent that what housing was available charged exhorbitant fees and gave little or at least not helpful service, often not what was required. The members of St. Paul's knew they did not have the money required and so they began praying for what they had decided they wanted. One day the Reverend Paul Langpaap called and said he wanted to introduce Father Wendfeldt to members of the Episcopal Retirement Homes, and a plan was formulated. The church had the property a mission and a dream, the ERH had the money, and a mission to provide housing for senior citizens in the Diocese of Olympia. A corporation called St. Paul's Retirement Community was formed and has steadily moved towards completion of the process to fulfill the dream.

Father Wendfeldt called on Bill Tomaris to speak about the work that has led towards the culmination of the combined mission.

Mr. Tomaris stated that first the corporation was formed, an agreement was made with the ERH consultants and the first meeting of the new corporation was held March 31, 1992. The plans have moved steadily forward and from St. Paul's standpoint it is a dream come true because it has given the church the opportunity to do the kind of ministry they believe God called them to do. The project is a cooperative team effort involving many people and organizations. There is a Board composed of members of the Episcopal Retirment Home Organization and of St. Paul's.

Mr. Tomaris said that it has been very gratifying to have the support of the local churches, many of the local governmental agencies from city and state of fices which has enabled the church to move on to the next step which is the official groundbreaking. The congregation of St. Paul's has been very supportive in this endeavor.

- 48. Most of the senior citizens that have pre-registered for residency have done so because of the closeness of the church. Father Wendfeldt said, "We thank God he has brought us to this point in the ministry and we are anxious to carry on further ministry whenthebuilding is completed and totally inhabitated.
- 49. REPORT OF THE COMMITTEE ON HUMAN SEXUALITY
 Bishop Warner called on The Rev. Randal Gardner, Co-chair of the
 Committee for the report.

Father Gardner reported that the committee has been meeting to prepare dialogues. Part of the first steps to introduce the program to congregations is to prepare an agenda and a program. As planned the program is to enable dialogue about sexuality between the members of a congregation. More specific information will be circulated in the near future.

The plans include five sessions of two hours each with pre-trained facilitators

The plans include five sessions of two hours each with pre-trained facilitators from each congregation to lead the discussions. The Human Sexuality Com mittee have recommende the facilitators be lay people with the clergy serving as chaplains and pastors to the process. The intention at this time is to have the meetings held sometime between Lent and Trinity Sunday.

50. ACTION ON ADDITIONAL RESOLUTIONS

Father Hauge reported there were no further Resolutions for consideration.

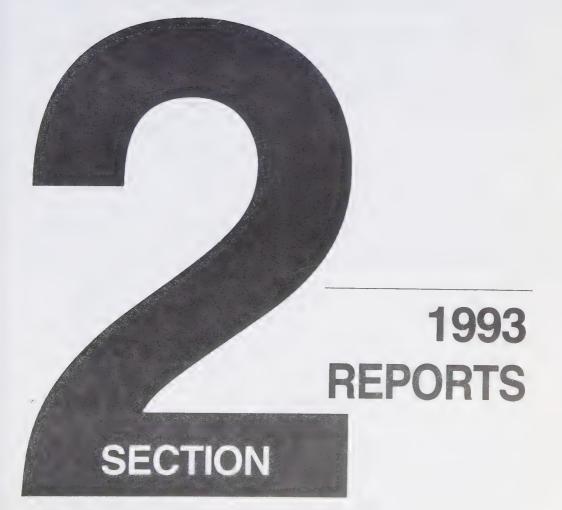
Bishop Warner asked for and received a motion to adjourn the Convention. Moved and <u>PASSED.</u>

Convention was dismissed by Bishop Warner following his thanks to Don Mullins, Mary O. Haller, Pearl LaRonde, John Schaeffer for their service before and during Convention, Betsy Greenman, Gerry Porter, Barbara Brower and other staff and volunteers for their work to prepare for the Convention. He offered special thanks to the members of St. Mary's Tacoma, Fathers McCulloch and Gretz for their work towards a successful convention and thanked the members of and visitors to Convention for their presence, in Christ's name.

"May the Lord remain constantly at our side and in His mercy guide our journey in ways that are pleasing to Him. We ask this in the name of Christ our Saviour. Go in peace to love and serve the Lord".

CERTIFIED:

John G. Schaeffer Secretary of Convention Vincent W. Warner
Bishop of Olympia



ALTAR GUILD

A special day for Altar Guilds and Sacristans was celebrated at the Cathedral in March of 1993. That day of enrich ment and inspiration has had extensive effects. Responses are still heard of various benefits for some 260 participants. Guilds have come to share more in their parishes and beyond.

Several parish workshops have occurred during the year; 2 or 3 altar guilds represented at each gathering. Other opportunities to provide information and support have been at ECW meetings and events, Diocesan House open-house events, and Diocesan Convention. Vestment attention is ongoing for Bishop Warner, Archdeacon Tomter, and Canon Greenman, as well as making 16 stoles for the Bishop's Box.

Surplus goods have been received from 23 parishes - about 2/3 of which has already been given to parishes and missions. A special bequest was sent to 3 Anglican churches in Trinidad. Three eucharist kits were assembled and loaned out to new communities. Meanwhile, our seamstresses and workers produced some 27 projects of vestments and linens. We gather every Tuesday, most Wednesdays, and/or by appointment to assist you.

Active members are:

Dorothy Campbell, St. Stephen's, Seattle Wendy Cullen, Epiphany, Seattle Lorraine Dracobly, St. Stephen's, Seattle Bertha Eades, St. John's Kirkland Eleanor German, St. Luke's, Seattle Rosie Hightower, St. Clement's, Seattle Janet Labdon, St. Andrew's, Seattle Maureen Lyons, St. David's, Seattle Millie Malcolm, St. Stephen's, Seattle

Special Assistants and Affiliates Shea Aoki, St. Peter's, Seattle Meredith Beatty, St. Elizabeth's, Burien Georgia Goudie, St. Margaret's, Bellevue Mavis Leyrer, St. Mark's, Seattle Jeanann Nye, Trinity, Seattle

Shirley Mason, Sts. Joseph/John, Tacoma Peggy Miller, St. Dunstan's, Seattle Clara Morrow, St. Luke's, Seattle Ginny Petersen, St. Columba, Kent Darlene Poland, St. George's, Seattle Betty Secord, St. Mark's, Seattle Amy Stoller, St. Luke's, Seattle Evelyn Thompson, Epiphany, Seattle

CATHEDRAL CHAPTER

GROUP PURPOSE: In that the Cathedral stands not only as the unifying architectural and spiritual symbol of our life together as parishes of the diocese but also as a reflection of the bishop's vision for ministry and programs within the diocese, a place of worship for St. Mark's congregation, and as a gathering place for people of the greater Seattle community, the Chapter exists as the guardian

and advocate of this cathedral concept. The Chapter directly promotes, supervises and manages special diocesan celebrations such as those already held for acolytes, musicians, altar guilds and sacristans and is supportive of such annual events as Cathedral Day and of all the programs directed by Cathedral Associates.

Group Meetings/Membership: There were five regular meetings and three special meetings. Membership through October 15 included:

Mac Brown The Rev. Scott Miller

Donald Mullins, Diocesan Chancellor Robert Craig

Phyllis Duin Dean Fred Northup The Rev. John Gibbs, Standing Committee Catherine Roach

Leslie Scott, Secretary Nan Grayston The Rev. Pat Taylor The Rev. Jodene Hawkins Bishop Vincent Warner Iane Hummer. Treasurer

Vemon Williams, Cathedral Chancellor The Rev. Donald Maddux

Group Accomplishments: In 1993 Chapter hosted an Altar Guild and Sacristan's Celebration on March 20 and an ordination reception November 12. Chapter worked on plans for the Time Capsule as part of the 1994 Raise the Roof Celebration as well as a Lay Ministries Celebration and Clergy Renewal Vows for spring, 1994. Chapter planned the October display of cathedral events, new kneelers, and cathedral renovation video and gave an oral report to the diocesan convention. Cathedral Associates made regular reports to Chapter which nominated members to its board and tried to identify potential individuals or corporate sponsors for programs. Throughout the year the main focus has been on governance issues and structural relationships between the Chapter, St. Mark's Vestry and the diocese.

Coming year Plans: We will finalize dates, continue governance discussion, and make a retreat with St. Mark's Vestry.

EPISCOPAL CHURCH WOMEN

The year just past has been for the members of the Diocesan Episcopal Church Women's Board a year of transition. We have spent many hours in dialogue struggling with trying to answer these questions:

WHO ARE WE? WHAT IS OUR PURPOSE? WHAT IS OUR VISION?

WHO ARE WE?

We are women of all ages, ethnic origins, socio-economic backgrounds in the Episcopal Church, working mothers, homemakers, career women, ordained, single, married, widowed, divorced.

WHAT IS OUR PURPOSE?

The purpose of the Episcopal Church Women's Board shall be to assist the women of the Diocese of Olympia to carry on Christ's work of reconciliation, mission, ministry in the community, nation and the world and to take their place in the life, governance and worship of the church.

WHAT IS OUR VISION?

As women of the Episcopal Church, we are keepers and proclaimers of the faith, bearing light and hope to all. Witnessing for Christ, worshipping together and celebrating our diversity, we build and strengthen community. Ministering to the world, we are challendged to become faithful stewards of God's creation.

OUR GOALS ARE TO:

Listen to the concerns of women in order to respond creatively to their needs.

Take leadership to identify social injustices and pursue action for change in response to our Baptismal Covenant.

Build an accepting atmosphere where every woman is welcomed and valued for her individual ministry.

Work toward mutual respect and equity of service throughout the Church as we continue to monitor women's full participation in the Church.

Develop effective communication linking parish, diocesan, provincial, and national Episcopal Church Women and all women of the Anglican Communion.

Join and support our sisters ecumenically throughout the world. In an effort to fulfill our ministry we have in the past year sponsored the Lenten Retreats held at Huston Camp and Conference Center. Sponsored a day devoted to workshops on Sharing Our Spiiritual Journey. This was a very special day and opened up new vistas for those who attended.

Women from throughout the diocese gathered at St.Mark's Cathedral in the Spring and Fall to worship together and to hear speakers on "Sharing our Faith with our children" and "Caring for the Earth God's Creation". It has been a year of growth for all of us. We are very cognizant of the change occurring in women's women's lives and the necessity for us to try to meet some of their needs.

Respectfully submitted, Marie Fuller, President

OFFICE OF THE CANON

The office of the Canon provides resources and guidance for congregations, clergy and lay professionals. Anytime, but especially in times of transition or conflict. This support assists congregations as they assess their mission and ministry and the leadership needed to move it forward. In 1993 Canon Greenman made 85 visits on-site to congregations and consultations in the office with 9 congregations.

80 This work takes many different forms from one to one consultation (205 in 1993) to education and strategy in whole systems understanding and leadership development; 30 events totalling 50 days. Meetings attended: 160

Canon Greenman works with congregations and clergy. She coordinates a team of experienced volunteer consultants who also assist in congregations, as well as staffing the educational offerings of the Leadership Skills Institute. In 1993, 18 people attended Leadership Skills Institute (LSI) Phase I and 13 people attended Phase II. During 1993, 16 consultants provided resource consultation and facilitation to 25 congregations and Diocesan commissions.

Additional responsibilities include providing staff resource for the Human Sexuality Committee, designing and planning events, and providing review and assistance for Letters of Mutual Ministry Agreements and Mutual Ministry Review.

Among her responsibilities as Diocesan Deployment Officer is the management of background checks, licensing and canonical residency processes.

Beverly Glandon, Executive Assistant, provides coordination and support for Canon Greenman, the LSI staff, handling innumerable phone calls, correspondence, coordination of calendars and general support.

COMMITTEE ON HUMAN SEXUALITY

Our development of a diocesan-wide dialogue on Human Sexuality has followed a different time line than that requested by the General Convention, but we are satisfied that the results will be true to the spirit of Resolution A-104 SA. In the midst of some rather dramatic re-organization within our diocese we have intended to keep faith with our membership, and we are building the dialogues as part of the larger work of restructuring and rethinking our ways of being a diocese. In a diocese which reflects significant conservatism and significant liberalism (both in numbers and in depth of commitment) we have meant to be conscientious about building times that will make our dialogue on sexuality valid and widely representative.

Because these dialogues are so important to this diocese as models of our mission, which is to be one people of God who proclaim boldly by word and action the reconciling Gospel of Christ, we intentionally chose to take the time to do the best job we could rather than to hurry the task for the sake of meeting the A-104 deadline.

Our committee is composed of twelve members of the diocese, lay and ordained, male and female, representing a broad spectrum of our church's life. Our goals have been to create a program for congregational dialogues, recruit and train facilitators, support the local dialogues, and collect and report feedback to the bishop and deputies to convention.

We expect to be able to consider the feedback we get from dialogue participants, share collated information from the final evaluation of the dialogues with our deputies prior to General Convention, and write a final report to the Bishop and diocese by September of 1994.

Members of the Committee:

The Rev. Bob Bethea
Mr. Lars Dayball
Canon Betsy Greenman
The Very Rev. Bill Maxwell
Ms. Jennifer Rogers
The Rev. Morris Hauge
Mrs. Maureen Lyons
Mrs. Jean Perry
The Rev. Randal Gardner & Mrs. Carol Teays, co-chairs

SAINT ANDREW'S HOUSE COMMITTEE

The St. Andrew's House Committee now consists of 12 members, all of whom are most active and contribute greatly to the success of SAH. Included on the committee are Ruth Adams, Joe and Joy Baisch, Bob Carper, Bob Desjean, The Rev. Roy Green, Sandy & D.L. Rice, Ann Rogers, The Rev. Gerald Snapp and The Rev. John and Diane Glase. Burt and Susan Duncan are the Managers and the Ven. Gerald W. Porter is ex-officio.

This past year has seen the finish of Phase I of remodeling/improvements. Much time has been spent preparing for the capital fund campaign, including stewardship strategies and a comprehensive plan for further development which entails the completion of preliminary drawings for SAH as well as the Clergy Cottage.

Burt and Susan are mostly busy, especially on the weekends. In 1993, all but three of the available weekends saw the lodge busy. With the completion of Phase II of our comprehensive plan, SAH will be better suited for guests during the week.

The outlook for SAH remains positive. It is a beautiful setting on the shores of Hood Canal. You are encouraged to call Burt and Susan for reservations.

In Christ, The Rev. John P. Glase, Chair

COMMISSION ON FAITH DEVELOPMENT REPORT

Early in 1993 the Task Force for the Commission on Faith Development met to take a comprehensive look at how we do education in the Diocese of Olympia. Their report was submitted to Bishop Warner and the Diocesan Council. Using their recommendations the Commission on Faith Development was formed in late 1993. Meeting on a monthly basis the Commission will continue to examine, develop, and evaluate the needs in this area.

The Office of Faith Development during a time of transition, provided the following events around the diocese in 1993:

HYC- Three weekend conferences were provided for youth in grades 9-12. The events took place at three different congregations within the diocese. The theme for each of the weekends was supported through speakers, films, worship, music, and both large and small group activities. The HYC's are dependent upon the support of clergy and laity within the hosting churches and the volunteer staff. The conference size is limited by the location. The HYC's this year served between 150-200 people at each event.

JYC- There were two of these weekend conferences serving grades 6-9. These events are similar in design to the HYC programs, with more emphasis on active learning situations. Both of our JYC's this year had 100-140 in attendance.

6-DAY-6-Day was held June 20-26 at Lake Retreat, Ravensdale. The group of about 130 lived in community and focused on the theme "Express Yourself" supported by music, worship, speakers, workshops, prayer, games and small and large group activities.

SEARCH- Twice in 1993 Search Weekends were offered. The purpose of SEARCH is to assist young people in renewing and deepening their personal relationship with Jesus Christ while providing some tools for sharing Christ in their own environment. SEARCH is a peer ministry. The events were attended by young people grade 11 through age 23.

CATHEDRAL DAY- This event in May was attended by children of all ages from around the diocese. A Cathedral Day Committee worked with members of St. Mark's Cathedral to present a fun-filled educational event around the Episcopal Church in the Middle East. The day reflected the Church School Missionary Offering theme established by the Executive Council of the Episcopal Church.

YOUTH LEADER TRAINING EVENTS- St. Paul's, Mt. Vernon and St. James, Kent were the locations for the two training events offered in 1993. Multiple tracks geared to both large and small congregations were offered aimed at youth participation, youth leaders, diocesan conference staff and Christian Education teachers.

PROVINCIAL YOUTH COUNCIL-one adult and one youth represented Olympia at the PYC held in Sacramento, CA. in February. The PYC is the decision-making program group of Province VIII Youth Ministries. It has the responsibility for planning and implementing all provincial youth events and programs, while overseeing the youth

PROVINCE VIII SYNOD- We were able to send two young people to represent our diocese in the "Youth Presence" at the Synod meetings.

EPISCOPAL YOUTH EVENT-EYE- The EYE, held every third year took place in August in Amherst, MA. We were able to send thirteen students with two adult sponsors.

PARISH AND CONVOCATION SUPPORT- Our office has also provided assistance to youth and youth leaders through help in location of resources as well as attendance at meetings of youth leaders and convocations.

DIOCESAN CONVENTION- The youth of the diocese served as pages and tellers for our convention. In addition, this year we provided the banquet program with over 75 youth, youth leaders and parents participating.

FAITH DEVELOPMENT TASK FORCE MEMBERSHIP:

The Rev. Kevin Allen	Ms. Martha Eilertsen	Ms.Kathleen Hamilton
Ms. Stefanie Allen	The Rev. Jack Erskine	Ms. Kathy Klein
The Rev. Bob Bethea	The Rev. Mary Jane Francis	Ms. Mary Morales
Dr. Trevor Bryant	Mr. Robert Graham	Dr. David Paisley
Ma Iana Clammana	Ma Isan Cusa	, and the second

Ms Jane Clemmons Ms. Jean Gray COMMISSION ON FAITH DEVELOPMENT

	The Rev. Kevin Allen	Mr. Robert Graham	The Rev. Carol Ludden
	Ms. Stefanie Allen	Ms. Jean Gray	Ms. Jan Matsumoto
	Dr. Trevor Bryant	Ms. Kathleen Hamilton	Dr. David Paisley
	The Rev. Eston Collins	Ms. Tovi Harris	The Rev. Don Smith
	Ms. Martha Eilertsen	Ms. Kathy Klein	Mr. Bill Tubbs
		Respectfully submitted,	Kathleen D. Hamilton

REPORT OF THE COMMITTEE ON PRIVILEGE 93/B/6

The Committee on Privilege recommends that the following persons be given the privilege of seat and voice at the 83rd Annual Convention of the Diocese of Olympia.

Retired Bishops now residing in the Diocese:

The Right Reverend Lane W. Barton, D.D. Eastern Oregon The Right Reverend Charles Lee Burgreen, D.D. Armed Services The Right Reverend David R. Cochran, D.D. Alaska

Officers of the Diocese who are not Delegates:

Dr. James F. Hodges, Vice President Emeritus Ms. Pearl M. LaRonde, Assistant Secretary

Ms. Christine Smith-Clark, Comptroller

Diocesan Lay Staff Members who are not delegates:

Mr. and Mrs. Burt Duncan, Directors, St. Andrew's House Ms. Betsy H. Greenman, Canon for Ministry Development

Mrs. Peggy Hansen, Archivist

Mrs. Kathleen Hamilton, Director of Education and Youth Mr. Greg Hope, Coordinator Refugee Resettlement Ministry Mrs. Jean Leed, Director of Stewardship and Development Mr William Tubbs, Director, Huston Conference Center Mrs. Diane Walker, Director of Communications

ie Warker, Director of Continuariections

Presenting Reports to Convention:

Mr. Donald Wing, Personnel Commission

Mr. McCall Richey, Diocesan Investment Fund

Mrs. Colleen Broaddus, Board of Directors

Mrs. Peggy Habegger, Stewardship and Development

Mr. William Meacham, Insurance Committee

Ms. Leslie Scott, Cathedral Chapter

Mrs. Carol Teays, Committee on Human Sexuality

Mr. Gary Tarter, Convention Teller

Mr. Frank Flannigan, Episcopal Retirement Homes Board

Licensed Clergy:

Appavoo, David Maxwell, William Devik, Rudi McCagg, Lauriston Arnold-Boyd, Annette Elliott, Joseph Ferry, Daniel Mullins, Andrew Barnette, David Murphy, George Bayles, Richard Hargis, James Beekmann, Richards Helsel, Verle Scott, Dick Hubbard, H. Winfield Steever, R. Edward Blackmon, C. Edward Inlow, E. Burke Brelsford, Diane Strohmier, Linda Broburg, Anselm Lonergan, W. Gerald Van Eenwyk, John Mandrell, H. Dean Younge, Richard Campbell, Anne

1993 CONVENTION COMMITTEES

93/B/5

COMMITTEE ON CONVENTION

*The Reverend John Schaeffer, Secretary of Convention

Mrs. Mary O. Haller, Dispatch of Business

Mr. Douglas Oles, Chair, Constitution and Canons

Mr. Gary Tarter, Head Teller

The Reverend Guy Sherman, Chair, Committee on Privilege

The Reverend Morris Hauge, Chair of Resolutions Committee

The Reverend Charles Ridge, Chair of Nominations Committee

The Reverend Kent McCulloch, Honorary Chairman Host Parish

The Reverend John Gretz, Chairman Host Parish, St. Mary's, Tacoma

COMMITTEE ON CONSTITUTIONS AND CANONS

*Mr. Douglas Oles, Redeemer, Kenmore

Mr. Donald Mullins, Chancellor, Diocese of Olympia

Mr. John Veblen, St. Stephen's, Seattle

Mr. Duncan Bayne, St. Mark's Cathedral, Seattle

The Reverend Margaret Lewis, St. Andrew's, Seattle

The Reverend Barclay Stanton, Jr., St. Matthew, Tacoma

Mr. DeWitt Williams, St. Mark's Cathedral, Seattle

The Reverend John G. Schaeffer, St. Luke's, Renton

The Reverend Stephen Moore, Trinity, Seattle

1993 Reports

COMMITTEE ON RESOLUTIONS

*The Reverend Morris Hauge, Church of the Holy Spirit, Vashon Isl;and Mr. Keith Miller, St. Luke's, Renton

The Reverend Joanne Paolozzi, Church of the Epiphany, Chehalis

COMMITTEE ON NOMINATIONS

*The Reverend Charles Ridge, Church of the Ascension, Seattle

Mr. John Allen, Church of the Epiphany, Mercer Island

The Reverend Donald Goodheart, Church of the Epiphany, Seattle

The Reverend Kevin Allen, Christ Church, Puyallup

Mrs. Betty Slee, St. Peter's, Seattle

Mr. Ron Cowan, Trinity Parish, Seattle

COMMITTEE ON PRIVILEGE

*The Reverend Guy Sherman

Mrs. Maureen Lyons, St. David's, Seattle

Mr. Coe Hutchison, St. Alban's, Edmonds

ADMISSION OF NEW PARISHES AND MISSIONS

*Mr. Walter Hansen, Church of the Resurrection, Bellevue

Mrs. Holly Miller, St. Clare's, Snoqualmie

Mr. Daniel Kingsley, St. George, Seattle

The Reverend Scott Miller, St. Stephen, Seattle

THE TRIAL COURT

The Honorable George Revelle, St. Mark's Cathedral, Seattle

The Honorable Eugene Wright, St. Stephen's, Seattle

Mr. James L. Magee, St. Thomas, Medina

The Reverend Stanley Fowler, St Andrew's, Seattle

The Reverend Kent McCulloch, St. Mary's, Tacoma

The Reverend David Jackson, Emmanuel, Mercer Island

THE CATHEDRAL CHAPTER

*The Right Reverend Vincent W. Warner

*The Very Reverend Frederick B. Northup, St. Mark's Cathedral, Seattle

The Reverend John Gibbs, President, Standing Committee

Mr. Donald Mullins, Chancellor of the Diocese

Mr. J. Vernon Williams, Chancellor of the Cathedral

From St. Mark's Parish Elected by Convention

Mr. Duncan Bayne The Reverend Patricia Taylor

Ms. Phyllis Duin

The Reverend Scott Miller

Mr. Robert Craig

Ms. Catherine Roach

Mr. Robert Craig
Ms. Catherine Roach
The Reverend Jodene Hawkin

Ms. Jane Hummer The Reverend Jodene Hawkins

Mr. Theodore "Mac" Brown
Ms. Leslie Scott
Ms. Nan Grayston

86 COMMISSION ON CHURCH ARCHITECTURE

*Mr. Ralph Provencal

Mr. Mark Anderson

The Reverend Robert Biever

Mr. Robert Linkletter

Mr. Allen D. Moses

Mr. Nathan Thomas

The Reverend Marvin Blake

COMMISSION ON PERSONNEL

*Mr. Donald Wing, St. John Kirkland

Mrs. Genelle Phillips, Church of the Epiphany, Seattle

The Reverend Margaret Lewis, St. Andrew's, Seattle

The Reverend Kenneth Snyder,

The Reverend Donald Mackay, III, St. John's, Kirkl; and

The Reverend Henry Rogers, Church of Our Savior, Monroe

Mr. Miller Adams, Trinity Parish, Seattle,

Ms. Gerry Strommer, St. Mark's Cathedral, Seattle

COMMISSION ON MINISTRY

*The Reverend Michael Creighton, St. Stephen's, Seattle

Mrs. Carolyn Allendoerfer, Trinty, Everett

Mrs. Susan Kehayes, Church of the Resurrection, Bellevue

The Reverend Robert Christie, St. George's, Seattle

Mrs. Jean Haldane, St. Stephen's, Seattle

The Reverend John Lambert,

The Reverend Patricia Walker, St. Paul's, Seattle

Mrs. Carol Teays, St. Augustines in the Woods, Freeland

Mr. Samuel Fleshman, St. Andrew's, Tacoma

The Reverend Stephen Gehrig, St. Margaret, Bellevue

*Chair

COURTESY RESOLUTIONS

93/G/3

- 1 BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia send its love and best wishes to our beloved retired bishops, Ivol, and his wife Lillian; and to Robert, and his wife Terry.
- 2. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia send its greetings to the Right Reverend David Cochran, retired Bishop of Alaska, and to Mary, his wife; to the Right Reverend Lane Barton, Retired Bishop of Eastern Oregon, and his wife Polly; and the Right Reverend Charles Burgreen, retired Suffragan Bishop of the Armed Forces, and his wife, Helen, with thanksgiving for their ministry among us.
- 3. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia send its warm greetings and ask God's blessing on St. Columba's, Kent, on the occasion of the dedication of their new church building.

1002 Paparta

- 4. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia send its warm greetings and congratulations to All Saints', Tacoma and St. Luke's, Vancouver celebrating their Centennial year in 1993.
- 5. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia express its sincere thanks and appreciation to Nancy Harris for her fifteen years of ministry and dedicated leadership as Dean of the Diocesan School of Theology.
- 6. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia express its thanks to the Reverend John Gibbs for his leadership as President of the Standing Committee during the past year.
- 7. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia express its gratitude and appreciation for the life and ministry in this diocese, of the Reverend E. John Langlitz who died last Monday; and extend our condolences and assurances of prayers to Ann, his wife, and their four daughters and their families.

8. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia express its thanks and appreciation to Mr. Jim Christie for his leadership with the Committee for Developing Congregations.

9. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia express its thanks to all persons - clergy and lay - who have given freely of their time and talents to provide the leadership for the Diocese over the past year, especially

those who are completing their terms on Council, various Boards, Commissions,

Committees and Task Forces.

10. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia send its sincere appreciation to all those who have worked so hard to make the Episcopal Retirement Homes a reality and who will break ground for Canterbury Manor, in Bremerton, on October 26th.

- 11. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia express its thanks to the Secretary of Convention, the Reverend John G. Schaeffer, and to those who assisted him in preparing for this Convention.
- 12. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia express its thanks for the ministry of all who have worked so hard on this Convention's planning, for the Chair of Dispatch of Business, Mrs. Mary O. Haller, and Ms. Pearl M.LaRonde, Assistant Secretary of Convention for their dedicated and effective work.
- 13. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia express its thanks to those who planned our worship, served as pages, tellers and in other capacities behind the scenes, making it possible for this Convention to be together to share its stories and conduct its business to the Glory of God.
- 14. BE IT RESOLVED, that the 83rd Annual Convention of the Diocese of Olympia express its most sincere thanks to the clergy and people of St.. Mary's, Tacoma, the host parish for this Convention; and especially for the work of Bette Parks, Brad McGowan and Dorothy James; the Reverend Jack Gretz and Mr. Bob Bryant who served as co-chairpersons; and the Revrend Kent McCullough, Rector; for their talent and hard work in arranging for us to gather together in this place.

OUR VISION:

"To become one people of God who proclaim boldly by word and action the reconciling Gospel of Jesus Christ"

Our Objectives:

Unity

To know ourselves as one people of God in this Diocese, gathered around the Bishop, celebrating our shared diversity.

Nurture

To empower, equip and support the ministries of laity, deacons, priests, and bishops.

Stewardship

To challenge one another to develop, share, and responsibly use the resources entrusted to us by God.

Evangelism

To prepare and encourage one another for the spreading of the Good News of Jesus Christ through invitation, witness, and example.

Missions

To build upon and extend the mission and ministry of the Diocese by strengthening existing congregations and strategically establishing new congregations and specialized ministries.

Church in the World

LIVING INTO OUR VISION: A CHRONOGY OF EVENTS

1990: We began to develop our Vision

Vision Videotape:

Bishop Warner's reflections after a year in the Diocese.

Key concepts: unity, nurture, stewardship, evangelism, missions, church in the world. Each congregation and institution received the video and study guide. Responses from congregations and institutions 87 out of 110) processed by the

Vision Task Force

1991 We looked at the implications of that Vision

Vision Task Force Report made to Diocesan Council

Diocesan Mission Statement developed by Diocesan Council

Diocesan Staff re-alignment

Diocesan budget recast to reflect key concepts

Communications Task Force report: recommends Director of Communications

Mission Strategy Task Force Report: recommends demographic study, capital campaign, restructuring of committees and regions related to diocesan congregations.

Pastoral Care of Clergy and Clergy Families report: recommends system to be considered and established.

Demographic Study done

Regional Archdeacons phase out

1992: Reorganizing and planning to improve efficiency

Governing Bodies duties clarified and working cooperatively

Governing Bodies Steering Committee established

Communications Director and communications office in place

Mission Grant Process revised

DRAFT document: Next Steps in Vision

Assessment System Review Task Force Formed

Council decides to try out the Commission restructure proposal

1993: Forming new connections to accomplish common goals

Listening Teams formed and visiting

Emergency Response Teams formed and visiting

Program Initiation, Evaluation and Review (PIER) committee formed

Assessment System Review Regional Meetings held

Clericus Convenors convened

Regional meetings held: narrative budget presented

Convocations become self-determining

Mission Clusters formed: Cluster deputies appointed

Stewardship and Development combined Commission

Planned Giving established, Field Officer engaged

Stewardship and Development Officer called

Capital Funds Campaign work moving forward

Faith Development and Christian Growth Commission forming following Faith

Development Task Force Recommendations

Evangelism Commission forming following Evangelism Task Force Recommendations

Commission on Diocesan Congregations proposes restructuring and renaming of its working committees.

Commission on Ministry clarifying and restructuring discernment process toward ordination.

Governing Bodies endorse concept of engaging in governance to governance consultations with vestries and bishop's committees

Vision "Next Steps" Task Force Forming

to develop process for engaging the Diocese in dialogue about how we come together in our common lives, and what structures can best support that effort. Structure proposals expected for the 1994 Diocesan Convention.

REPORT OF THE INSURANCE COMMITTEE

The diocesan Insurance Committee has been concerned for some time about the increasing premiums for group medical insurance for clergy and lay employees in the Diocese of Olympia. During the past two years, several steps have been undertaken to address this concern.

The Medical Trust and Group Health Cooperative

Beginning in March, 1992, an HMO (health management organization) plan through Group Health Cooperative was offered as an alternative to the Episcopal Church Clergy and Employees' Benefit Trust (The Medical Trust) plan sponsored by the Church Insurance Company. Several members of our employee group took advantage of this option when first offered, and others enrolled during the December, 1992 open enrollment period for 1993. Currently, of our total group census, 33 units, or 25%, are covered through the Group Health HMO.

In the fall of 1992, the Insurance Committee reviewed The Medical Trust plan, and gave serious consideration to recommending that the current deductible of \$100 be raised in order to effect a premium savings. However, as the 1993 rate increase for the Diocese of Olympia group was under 1%, and as there was concern expressed, especially by clergy, that a raise in deductible would most likely be an unreimbursed expense, the Committee agreed to postpone such a recommendation.

When the 1994 premium rate increase notification in the amount of 26% was received in late September, 1993, it became clear that the Insurance Committee would need to again review options for the providing of adequate medical insurance coverage at reasonable cost.

The Insurance Committee has voted unanimously that the 1994 deductible amount for The Medical Trust plan be raised to \$300 from the current \$100. The out-of-pocket maximum, including deductible will rise from the current \$600 to \$1,800.* This action was taken with the understanding that two additional benefits would be added, to soften the blow of out-of-pocket expenses for clergy and lay employees participating in this plan. Those two benefits are (1) a vision care plan and (2) an employee assistance program (EAP).

*Two individuals per family must meet deductible. Aggregate maximum for all family members will be \$3,600.

Two-tiered rate to reflect geographic HMO availability
In recognition that some members of our employee group live outside the Group Health Cooperative service area, and thus have no alternative to The Medical Trust indemnity plan, the Insurance Committee recommended to the Diocesan Council that a two-tiered rate structure be developed, so that these employing congregations would not be financially penalized. The Diocese, through the administrative fee, will subsidize the premium rate for those congregations with employees outside the service area.

The 1994 rates are listed as Attachment A.

The Medical Trust Dental Plan
The 1994 rate for the dental plan will increase 12.58% over the 1993 rate.

The Insurance Committee continues to believe that this is an important benefit to offer to our Diocese of Olympia group.

Vision Service Plan

The Insurance Committee recommends that vision care be offered as a new benefit. By using services from the Vision Service Plan list of member doctors, expenses are \$20.00 annually for examinations and \$20.00 annually for materials. There is a long list of member doctors, covering all areas of the Diocese. Enrollees may also use non-member doctors at a stated reimbursement rate. [See Attachment C.]

Employee Assistance Program

An employee assistance program (EAP) provides immediate assistance to employees and their family members for a variety of personal and job-related issues. In addition to counselling, the EAP provider can make referrals to psychiatrists, psychologists, family therapists, child and adolescent therapists, biofeedback technicians, certified drug and alcohol counselors, mental health educators, career consultants, lawyers, management consultants, financial planners, and other professionals who can provide legal or financial consultation, and other appropriate services. Use of the EAP can provide preventative care, which lessens the call upon expensive medical services.

92 The plan will provide up to four EAP sessions annually.

1994 Cost Summary

By raising The Medical Trust deductible, and adding the vision care program and the employee assistance program, the 1994 rate increase will be limited to 15%.

Concurrence from the Personnel Commission

The Personnel Commission has reviewed the recommendations from the Insurance Committee, and has voted unanimously to endorse them. [See Attachment B.]

Action taken by the Diocesan Council

At a meeting of the Diocesan Council on October 14, the recommendations of the Insurance Committee were unanimously approved. Thus, unless the Convention wishes to take another position, the 1994 group medical insurance program will be revised as outlined above.

Conclusion

The Insurance Committee wishes to thank the leadership of CADO (Clergy Association of the Diocese of Olympia), the Personnel Commission, the Diocesan Council, and the numerous members of the Diocese who have given input to this important issue in our diocesan life. As we all know, the health care industry is currently undergoing vast change. It now appears that there will soon be a Washington State plan if not a federal plan for the accessing of medical services. For our diocesan employee group, we can only take each year one at a time. The Insurance Committee sincerely believes we have taken appropriate steps to contain costs while maintaining excellent coverage for our employee group. Thank you for your support and understanding.

Respectfully submitted, William Meacham, Chair

Members of the Committee

William Meecham, Chair, St. John's, Kirkland Stephen Day, Church of the Epiphany, Seattle Charles Pinney, St. Mark's Cathedral, Seattle Betty Paulsen, St. Andrew's, Aberdeen The Rev. Douglas Pollock, St. John's, Gig Harbor Dean Saffle, Emmanuel Church, Mercer Island Earl Tarble, St. Margaret's Church, Bellevue Barry Thoma, St.Mark's Cathedral, Seattle

- A. 1994 Group Medical Rates
- B. Letter from Personnel Commission
- C. Vision Service Plan Non-Member Doctors Reimbursement Schedule

ATTACHMENT A . 1994 GROUP MEDICAL RATES GROUP HEALTH COOPERATIVE SERVICE AREA

THE MEDICAL TRUST BENEFIT PACKAGE

(Includes Vision Service Plan and	Employee Assistance Plan)
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(
	MONTHLY	ANNUALLY
Single	\$268.30	\$3219.60
Couple	\$541.28	\$6495.36
Family	\$653.28	\$7839.36

GROUP HEALTH COOPERATIVE BENEFIT PACKAGE

(Includes Vision Service Plan and Employee Assistance Plan)

ANNUALLY

Single	\$177.96	\$2135.52
Couple	\$396.05	\$4752.60
Family	\$566.78	\$6801.36

MONTHLY

OUTSIDE GROUP HEALTH COOPERATIVE AREA

THE MEDICAL TRUST BENEFIT PACKAGE

(Includes Vision Service Plan and Employee Assistance Plan)

(IIICI acc)	VISION SCI VICE	i iait aria Employee Hissistance Harry
	MONTHLY	ANNUALLY
Single	\$260	\$3120
Couple	\$526	\$6312
Family	\$637	\$7644
Family	\$637	\$7644

		DENTAL PLAN
	MONTHLY	ANNUALLY
Single	\$36	\$432
Couple	\$71	\$852
Family	\$130	\$1560

Eligible Clergy and Lay Employees who are not enrolled in the Diocesan Group Plans may purchase the Vision Service Plan and Employee Assistance Plan at the following rates:

VISION SERVICE PLAN AND EMPLOYEE ASSISTANCE PLAN

	MONTHLY	ANNUALLY
Employee Only	\$ 8.00	\$ 96.00
Employee & Family	\$14.00	\$168.00

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ATTACHMENT B.

LETTER FROM THE PERSONNEL COMMISSION

TO: Wardens, Vestry, and Clergy

FROM: Personnel Commission

DATE: October 16,1993

RE: 1994 Group Medical Coverage

The Personnel Commission has reviewed and unanimously approved the Insurance Committee's 1994 group medical insurance program for clergy and lay employees of the Diocese of Olympia, including the raising of The Medical Trust deductible from \$100 to \$300, and the adding of two new benefits, the Vision Service Program and the Employee Assistance Program.

The Personnel Commission would like to make clear that any increase in group medical premiums is not related to decisions regarding salary adjustments. In other words, salary adjustments should not be adjusted to reflect costs of medical insurance benefits.

Respectfully submitted, Donald Wing, Chair

Personnel Commission

Members of the Personnel Commission:

Donald Wing, Chair St. John's, Kirkland Miller Adams Trinity, Seattle

The Rev. Meg Lewis

The Rev. Donald Mackay

Genelle Philips

St. Andrew's, Seattle

St. John's, Kirkland

Epiphany, Seattle

The Rev. Henry Rogers Our Saviour, Monroe
The Rev. Kenneth Snyder Retired

Gerry Strommer St. Mark's Cathedral, Seattle

ATTACHMENT C. VISION SERVICE PLAN NON-MEMBER DOCTORS REIMBURSEMENT SCHEDULE

Although over 90% of VSP patients typically receive services from member doctors, services may be secured from any licensed optometrist, ophthalmologist, and/or dispensing optician. Bills for services from non-member doctors may be submitted to VSP for reimbursement up to the amounts shown in the following schedule:

PROFESSIONAL FEES

Vision Examination	\$40.00	
MATERIALS		PAIR
Single Vision Lens, up to		\$40.00
Bifocal Lens, up to		60.00
Trifocal Lens, up to		60.00
Lenticular Lens, up to		125.00
Frames, up to		45.00

<u>CONTACT LENSES</u> (Materials, Evaluation Fee and Fitting Costs)

Necessary*	\$210.00
Elective	105.00

Services obtained through non-member doctors are subject to the same deductibles and limitations as services through VSP member doctors.

*Determination of "necessary" versus "elective" contact lenses under the non-member reimbursrment schedule will be consistent with member doctor services.

The above lens allowances are for two lenses; if only one lens is needed, the allowance will be one half of the pair allowance.

LITURGY AND MUSIC COMMITTEE

Formerly known as the Bishop's Commission on Liturgy and Music (BCLM), the Liturgy and Music Committee of the Diocese of Olympia, as it is now called, relates to the Bishop through his liaison, the Archdeacon. The Venerable Patrick Tomter acts as a resource person to the Committee.

For some years now the hallmark of the BCLM has been the presentation of an annual workshop, which has attracted Diocesan-wide interest, support, and participation. The Liturgy and Music Committee will continue to offer an annual workshop in the belief that it is helpful in building "one people" energized to give God glory.

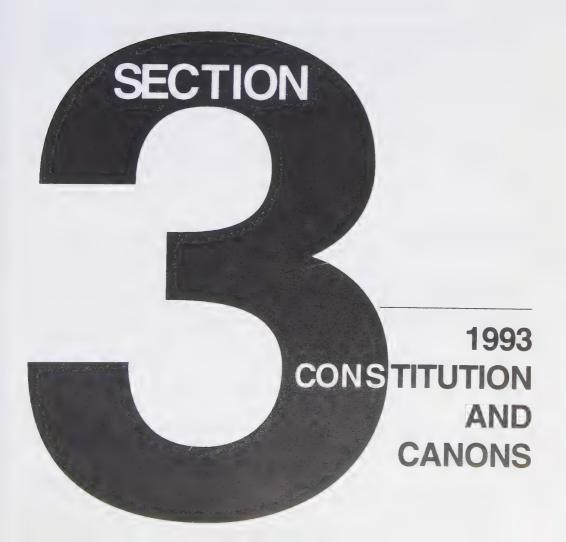
On January 15 & 16, 1993 the Liturgy and Music Committee hosted at Saint Thomas Church, Medina, the annual workshop. Entitled "Kids in Church?", this workshop celebrated "liturgical implications for a resurrection community which incorporates children in worship." We deliberately defined "children" as "all baptized of all ages." Three liturgies modeled inclusive worship. The Reverend Dr. Louis Weil, Professor of Liturgics at The Church Divinity School of the Pacific, and the author of many studies in liturgical and sacramental theology, presented the keynote address. We are delighted that Dr. Weil will be presenting this same topic to The College of Preachers, May 1-5, 1995.

Our forthcoming 1994 workshop, "Music for Anyone", will be held on January 15 at The Church of Saint David of Wales, Shelton. Members of the Liturgy and Music Committee will be the presenters, ably assisted by all who participate in the workshop.

Members of the Liturgy and Music Committee are the Reverend Robert Biever, Dr. Melvin Butler, the Reverend Ralph Carskadden, Mrs. Louise Close, the Reverend Lorraine Dierick, the Reverend Mary Drew, the Reverend Dr. Albin Fogelquist, Mr. Stephen Long, Mrs. Janis Lord, the Reverend Donald Maddux, Mrs. Yohko Matsumoto, Dr. Robert Poovey, Mr. Cleveland Riley, the Reverend Guy Sherman, and the Reverend Canon Curtis Zimmerman.

Composed of laity and clergy competent in the ancillary liturgical arts, the Liturgy and Music Committee fulfills its purposes by training for leadership roles in worship, by developing skills to enhance worship, by serving as a resource to the worship life of the congregations of the Diocese, by aiding the Bishop in the planning of Diocesan worship opportunities, and by pointing to the "cutting edge" of liturgical renewal. We invite diocesan support and participation as we seek to glorify God by creating new life in our community of faith.

Respectfully submitted, The Reverend Dr. Albin Fogelquist, Chair



ARTICLE I Name and Jurisdiction

The Church in that portion of the State of Washington lying west of the summit of the Cascade range of mountains and including the Counties of Whatcom, Skagit, San Juan Island, Clallam, Jefferson, Snohomish, King, Kitsap, Grays Harbor, Mason, Thurston, Pierce, Pacific, Lewis, Wahkiakum, Cowlitz, Clark, and Skamania shall be known by the name and description of the "Diocese of Olympia, of the Episcopal Church in the United States of America", hereinafter referred to as "The Diocese of Olympia or The Diocese".

ARTICLE II

Acceding to the Constitution of the General Convention

The Church in the Diocese of Olympia accedes to the Constitution of that branch of the Holy Catholic Church known as the Episcopal Church in the United States of America, and recognizes the authority of the General Convention of the same.

ARTICLE III The Authority of the Diocese

The authority of this Diocese is vested in and exercised by its Bishop, and Bishop Coadjutor (if there be one), its Convention and the Standing Committee.

ARTICLE IV The Bishop

The Bishop is the Ecclesiastical Authority of this Diocese. He is the Chief Pastor and may officiate in the offices of the Church in any Parish or Mission, or elsewhere in this Diocese. He is the Ordinary of all religious or benevolent organizations of the Church within the Diocese, and as such may attend or preside at any of their meetings, having appellate jurisdiction. All controversies between the Rectors of two or more Parishes; or between Parish or Vestry and Rector; shall be referred to the Ecclesiastical Authority for determination.

ARTICLE V The Cathedral

Section 1

Saint Mark's Church of Seattle is hereby designated and declared to be the Cathedral Church of this Diocese, and the official seat of the Bishop of the same.

Section 2

The Constitution of the Cathedral shall be that approved by the Convention of the Diocese.

ARTICLE VI

The Convention of the Diocese

Section 1

There shall be held an annual meeting of the Convention of the Church in this Diocese. In order that proper notice be given, the time and place shall be fixed by the Bishop no less than 120 days before the convening of said Convention.

Section 2

Special meetings of the Convention may be called by the Bishop. The time, place, and purpose of such meeting shall be designated, and no business shall be transacted other than that stated in the call except by unanimous consent of the Convention.

Section 3

Ninety days notice shall be given of every annual meeting of the Convention and thirty days notice shall be given of a special meeting of the Convention, by the Secretary of the Convention, except as provided for in Article XIX. The mode of notice shall be a circular addressed to all members of the clergy who are canonically resident and to the clerk of every Parish and Mission in this Diocese.

Section 4

Every meeting of the Convention shall be opened as the Bishop may direct.

ARTICLE VII

Members of Convention

Section 1

The Convention shall be composed of clergy and lay members.

Section 2

The Bishop, and the Bishop Coadjutor or the Bishop Suffragan (if there be one), shall have a seat and a vote in the Convention.

Section 3

Every member of the clergy who is canonically resident within this Diocese when the Convention meets shall be entitled to a seat and to a vote.

Section 4

The lay members of Convention shall consist of:

(a) Lay delegates elected from each Parish and Mission in union with the Convention, who shall be in equal numbers men and women, and shall be communicants in the Parish or Mission they represent;

- (b) Lay members of the Diocesan Council during their terms of office; and
- (c) Lay members of the Standing Committee of the Diocese during their terms of office;
- (d) Lay Presidents and Vice Presidents of the several Convocations during their terms of office; and
- (e) The Chancellor, Secretary of Convention, and Treasurer of the Diocese, if lay persons, during their terms of office.
- (f) All lay members must be Communicants in Good Standing.

ARTICLE VIII

Officers of Convention

Section 1

The Bishop of the Diocese shall be ex-officio President of the Convention. In the absence of the Bishop, the Bishop Coadjutor or Bishop Suffragan (if there be one) shall preside. The President of the Standing Committee shall be next in order to preside. In the absence or incapacity of these, a president pro-tempore shall be elected by the Convention from among the clergy members thereof.

Section 2

At each Annual Meeting of Convention, the following officers shall be elected to serve until the following Annual Meeting:

- (a) A Secretary from among the members thereof;
- (b) A Treasurer;
- (c) A Historiographer, who shall be the official Diocesan Historian;
- (d) An Archivist, who shall have custody of the archives of the Diocese.

Section 3

At each Annual Meeting of the Convention the Bishop shall appoint, subject to the approval of the Convention, a Chancellor of the Diocese who shall be a lay member, a Communicant in Good Standing of the Church and regularly admitted to practice law in the State of Washington.

Section 4

In the event of a vacancy in the aforementioned offices, the Bishop, acting in consultation with the Standing Committee, shall fill the vacancy.

Section 5

The compensation of all officers shall be fixed by the Diocesan Council.

ARTICLE IX Transaction of Business

Section 1

One-third of the clergy entitled to seats in the Convention, and delegates from one-third of the Parishes and Missions at any time duly assembled, shall constitute a quorum for the transaction of business, except that a smaller number may adjourn from time to time.

Section 2

In all matters which shall come before the Convention the clergy and lay members shall deliberate in one body and vote as individuals; each delegate present shall be entitled to one vote and no more; and unless otherwise provided, a majority of the voters of the two orders jointly shall be decisive.

Section 3

On the call of any five members, the two orders shall vote separately, and a concurrence of a majority of each order shall be necessary to constitute a decision.

ARTICLE X Standing Committee of the Diocese

Section 1

By a concurrent vote of a majority of the clerical and lay orders, voting separately, the Convention shall elect a Standing Committee to consist of four clergy and four lay members who are Communicants in Good Standing. Members of the Standing Committee shall serve a four year term and shall not be eligible for re-election until one year shall have elapsed following the expiration of the four year term to which they shall have been elected. One clergy and one lay member shall be elected at each Annual Convention to serve for a four year term. If a fourth ballot is required at any election, said ballot shall be made up of the two persons receiving the higher number of votes on the third ballot in the order from which one is to be elected, and only members of that order shall vote thereon. The person receiving the higher number of votes on the fourth ballot in the order from which one is to be elected shall be deemed elected. An election for a short term to fill a vacancy shall be conducted in the same manner. All of these must be persons eligible to seats in the Convention. Not more than one person from any one Parish or Mission may serve on the Standing Committee at any given time.

Section 2

If there be no Bishop, Bishop Coadjutor or Suffragan Bishop, the Standing Committee shall exercise the authority of the Bishop, to the extent that such authority arises under the Constitution and Canons of this Diocese.

At the first meeting of the Committee, which shall be as soon as practicable after their election, they shall choose a president from the clerical members and a secretary from either the clerical or lay members. The secretary shall keep a record of all the proceedings of the Standing Committee which shall be subject at all times to the inspection of the Bishop of the Diocese, and a full report of their acts shall be made to each Annual Meeting of Convention.

Section 4

A majority of the members of the Standing Committee shall constitute a quorum.

Section 5

During the interim between the meetings of Convention the Standing Committee shall have the power of Convention to ratify or elect officers and Standing Committee members to fill vacancies until the next Annual Convention.

ARTICLE XI

The Diocesan Council

There shall be a Diocesan Council whose members and their mode of election, duties and powers shall be as may now or hereafter be prescribed by the Canons of the Diocese.

ARTICLE XII

Deputies and Alternate Deputies to General Convention

Section 1

At an Annual Meeting of the Diocesan Convention held not later than the year preceding the year of the General Convention for which they are chosen, there shall be elected by a concurrent vote of a majority of both orders, four clerical and four lay Deputies, who are Communicants in Good Standing, and those Deputies shall represent this Diocese in the General Convention of the Episcopal Church of the United States of America.

Section 2

At least eight candidates shall be nominated from each order. Nominations shall be made from the floor.

Section 3

Election of Deputies and Alternate Deputies during the first three ballots.

(a) On any ballot, any number of candidates up to four receiving the highest vote in each order and a majority from both orders shall be elected Deputies.

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(b) After four Deputies have been elected from any order, four Alternate Deputies shall be elected from that order in the same manner.

Section 4

If during the first three ballots four Deputies have not been elected, a fourth ballot shall be cast to fill the positions not filled in the first three ballots as follows:

(a) The number of candidates from each order shall be reduced to two more than the total number of Deputies and Alternates remaining to be elected in that order. They shall be determined according to the total number of votes received by each candidate in the third ballot.

First reading October 22, 1993. Second reading at the 1994 Convention.

- (b) The members of the order shall vote only for candidates from their order. The number of candidates needed as Deputy in each order receiving the highest number of votes in their respective orders shall be deemed elected. A majority vote is not required to elect. In case of a tie, another ballot shall be taken to resolve the tie.
- (c) Each of the remaining candidates shall be deemed elected Alternate Deputy and ranked in the order of the number of votes received.

Section 5

If at the time of the Annual Meeting of the Convention in the year preceding the regular meeting of the General Convention, a vacancy shall have occurred among the Deputies and Alternates elected at a previous meeting of Convention, nominations and an election to fill the vacancy shall be made an order of business.

ARTICLE XIII

Delegates and Alternates to the Provincial Synod

Delegates and Alternates to represent this Diocese at the Provincial Synod of the Province of the Pacific shall be the Clerical and Lay Deputies and Alternate Deputies elected by the Diocesan Convention to the next General Convention of the Episcopal Church.

ARTICLE XIV Election of Officers

Section 1

All elections provided for in this Constitution shall be by written ballot, unless consent by unanimous vote of the Convention is given to dispense with the requirement. In the event of a failure to elect at any Convention, the person or persons already in office shall continue in office until the successor or successors shall have been appointed as provided in Article VIII, Section 4.

1002 Constitution and Conse

At least thirty days prior to the Annual Meeting of Convention, the Bishop shall appoint a committee of five members for each position to be filled by Convention on the Standing Committee and on the Diocesan Council, and at least one person for the offices of Secretary, Treasurer, Archivist and Historiographer. Further nominations for all these positions may be made from the floor of Convention.

ARTICLE XV Admission of New Parishes and Missions

Section 1

A Parish may be admitted into union with Convention on motion, by a majority of votes, provided it shall have laid before the Convention through its Secretary at least one month before the Annual Meeting of the same:

- (a) A certificate of approval of the organization of such Parish, from the Bishop;
- (b) Satisfactory evidence that Articles of Incorporation have been adopted and subscribed to by the Wardens, in which they accede to the Constitutions, Canons, Doctrine, Discipline, and Worship of the Episcopal Church in the United States of America, and to the Constitution and Canons of the Diocese of Olympia;
- (c) Satisfactory evidence that the Parish has been regularly organized by the election of two wardens, with a total of not less than three nor more than fifteen vestry members, and that the Parish contains at least twenty-five Communicants in Good Standing;
- (d) A written statement made by the authority of the vestry at a duly called meeting that the Parish will support a rector without missionary aid, and agreeing that in the event it shall not be able so to do and becomes dependent on missionary aid, the Convention may change its status to that of a Mission.

Section 2

A Mission may be admitted into union with the Convention by a majority of votes, provided it shall have presented to the Convention a certificate from the Bishop stating that such Mission is duly organized.

ARTICLE XVI Forfeiture of Privilege

Whenever, in the opinion of the Bishop, any Parish or Mission shall be liable to forfeiture of privilege, or be essentially defunct as described in the Canon on Dormant Parishes and Aided Parishes he shall signify the same to the Convention.

Such Parish or Mission may be suspended from the right of representation in the Convention, or its connection with the Diocese wholly dissolved, by a two-thirds vote of each order. In either event the properties of such Parish or Mission shall revert to the Diocese and such other action shall be taken as is permissive under the Constitution and Canons.

ARTICLE XVII Assessments

Section 1

The Convention shall have power to raise money by tax or assessment on the Parishes and Missions of the Diocese by canon, or by special vote, for the necessary or proper expenses of the Diocese, or for any other purposes which the Convention may from time to time approve or direct.

Section 2

The Convention shall also have power to impose such penalty as it may deem proper within its lawful power for neglect to pay such assessment when imposed.

ARTICLE XVIII Incorporation of the Diocese

Section 1

The Church in this Diocese is incorporated for legal and secular purposes under the laws of the State of Washington by the name and title of "The Diocese of Olympia, Inc.". This corporation shall have the custody, control, and investment of all trust funds of the Diocese, and shall also hold the legal title to all diocesan property, including the property of all Missions, and shall exercise such other power as shall have been set forth in the Articles of Incorporation.

Section 2

The Bishop and the Treasurer of the Diocese shall be ex-officio members of the Board of Directors of said corporation. The other members of the Board shall be chosen in the manner prescribed by the Articles of Incorporation.

Section 3

Any amendment to the Articles of Incorporation must be approved by the Convention.

ARTICLE XIX Election of the Bishop

Section 1

The election of a Bishop, Bishop Coadjutor or Suffragan Bishop for this Diocese may be held at an Annual Meeting of Convention, or in a Special Meeting of Convention called for the purpose at least sixty days before the time appointed, of which the object shall be stated in a printed notice sent by the Secretary of the Standing Committee to every member of the clergy canonically resident and to the Vestry of every Parish and the Bishop's Committee of every Mission.

Section 2

The election shall be made in the following manner:

Any member of either order may nominate some fit and qualified member of the clergy for the office. The name or names thus presented shall be balloted upon by both orders voting separately, and the person receiving the majority of votes cast in each order shall be declared duly elected.

- (a) In preparation for election of a new Bishop the Standing Committee and Diocesan Council shall meet together and select:
 - A Joint Board, consisting of one clergy and lay member from each of the two constituent bodies; and
 - A Search Committee, including at least one member from each Convocation in the Diocese, which shall report regularly to the Joint Board.
- b) No later than two months before the episcopal election, the Search Committee shall provide the Standing Committee and the Diocesan Council with a list of at least three qualified persons for nomination to the Episcopate. These nominees shall be presented by the President of the Standing Committee at the electing Convention. Additional nominations may be offered on the floor of said Convention, subject to its rules.
- (c) Reporting regularly to the Standing Committee and Diocesan Council, the Joint Board shall monitor the budget, expenses and general process of the episcopal search process. The Joint Board shall also develop a procedure for introducing episcopal nominees to the Diocese prior to the election;
- (d) After an election, the Joint Board shall negotiate appropriate terms of compensation with the new Bishop, subject to the approval of the Diocesan Council.

Section 3

Two-thirds of the Clergy having regularly assigned congregations, with or without stipend, as determined by the Bishop, (or in his absence the Bishop Coadjutor, Suffragan Bishop or in the absence of any Bishop the President of the Standing Committee), and Lay Delegates from two-thirds of the Parishes and Missions in the Convention, at any time assembled shall constitute a quorum.

ARTICLE XX Authentication and Preservation

The Secretary of the Convention shall procure and keep a book entitled "Constitution and Canons of the Diocese of Olympia", in which shall be recorded this constitution with the certificate of its adoption. All articles, canons and additions thereto, hereafter adopted by the Convention, shall be certified to by the President and Secretary of the Convention, as having been duly adopted, and shall, with the certificate of adoption, be recorded in the said book, and the said book shall be taken and regarded as prima facie evidence of the due adoption and correctness of all papers recorded therein under the article.

ARTICLE XXI Amendments

Amendments to this Constitution may be made by the Convention provided the proposed amendments be adopted at two successive annual meetings of Convention by a majority vote of the two orders voting separately. Provided, that the proposed alteration, amendment or addition may be amended before its adoption by a two-thirds vote of the Convention to which it is finally submitted.

ARTICLE XXII Nomenclature

Wherever in this Constitution the reference to a person is in the masculine gender, such reference shall be deemed, where appropriate, to also refer to or include the feminine gender.

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CANON 1 The Clerical Members of Convention

At least one week prior to the meeting of any Diocesan Convention it shall be the duty of the Bishop to certify to the Secretary the names of all clergy canonically resident in the Diocese, designating those who are entitled by the Constitution to take part in the proceedings. For the purpose of Article VII and these Canons, "canonically resident" means any priest or deacon, who by ordination, or by Letters Dimissory from another Bishop is received by the Bishop.

CANON 2 Lay Members of Convention

Section 1

Being in union with the Convention, each Parish and each organized Mission shall be entitled to representations based on Communicant strength in accordance with the following table.

Any number not over 200	2 delegates
201 - 400	4 delegates
401 - 600	6 delegates
601 - 900	8 delegates
901 - 1,200	10 delegates
Over 1,200	12 delegates

Section 2

In each Parish and Mission, the Communicants in Good Standing of that Parish or Mission, shall select from among themselves, delegates and alternates to provide a full complement of representatives according to the above table. This representation shall be divided equally between men and women. An alternate may qualify to substitute for a delegate of the opposite sex. Commencing in 1972, one-half of the delegates and alternates shall be elected for a one-year term and the other half shall be elected for a two-year term and thereafter, at each annual election, the delegates and alternates shall be elected to a two-year term. Delegates and alternates shall serve as such at each meeting of the Diocesan Convention, both annual and special, occurring during the term for which they are elected.

At any vote on delegates and alternates, the presiding officer shall explain the definition of Communicants in Good Standing.

Delegates and alternates shall be elected at a regular or special Parish or Mission meeting, or in default thereof, the Vestry or Bishop's Committee shall select the delegates and alternates as above set forth.

Section 4

For the Annual Convention of the Diocese, certificates of selection of lay delegates and alternates shall be in the form determined by the Secretary of the Convention with the approval of the Council. Forms shall be distributed to Parishes and Missions, not less than three months prior to the Convention. As a condition to voting in the Annual Convention, a Congregation shall complete and return its form to the Secretary at least two months prior to the Convention. At any Special meeting of convention, delegates and alternates shall be the persons qualified for the last regular Annual Convention.

CANON 3 Duties of Officers of Convention

Section 1

The President shall:

- a. Preside at all meetings of the Convention.
- b. Appoint the Chancellor.
- c. Appoint committees as provided by these canons.

Section 2

The Secretary shall:

- a. Give notice of the meetings of Convention. In case of failure to do so, the Bishop shall have this power.
- b. Keep a record of all the proceedings of Convention.
- c. Publish the Convention Journal.
- d. Preserve its records, and the Constitution and Canons.
- e. Have the power to appoint an assistant.
- f. Attest its public acts and faithfully deliver to his successor all the books and papers relating to the Convention which may be in his possession.
- g. Receive the certificates of lay delegates and prepare a roll.
- h. Call the roll of delegates at the opening of Convention.

Section 3

The Treasurer shall receive and disburse all monies collected under the authority of Convention, except as otherwise provided in the Constitution and Canons.

The Historiographer shall:

- a. Create, maintain and continue a history of the Diocese, its significant personnel and events;
- b. Report annually to the Bishop and Convention concerning the discharge of such duties;
- c. Perform such duties as may be prescribed by the Bishop or by Resolution of Convention.

Section 5

The Archivist shall be the custodian of the journals, papers, reports, pamphlets and other records of the Diocese and shall report annually to the Bishop and Convention concerning discharge of such duties.

Section 6

The Chancellor shall:

- a. Be present at each session of the Convention and respond to all requests made for advice by Convention;
- b. Act as legal advisor to the Bishops, the Corporation of the Diocese, Standing Committee, Diocesan Council, and Convention in all matters relating to the Church.

CANON 4 Committee of Convention

There shall be the following Committees of Convention appointed by the Bishop. The committee members shall be clergy and lay Communicants in Good Standing. The members shall be appointed within ninety days following the adjournment of each Annual Convention.

- a. Dispatch of Business: two clergy and two lay members.
- b. Privilege: one clergy and two lay members
- c. Admission of New Parishes and Missions: one clergy and one lay member.
- d. Canons: two clergy and two lay members. This Committee recommends changes or additions to the Constitution and Canons. The Committee report on these must be submitted in writing to the clergy and clerks of the Vestries and Bishop's Committees at least ten days before the Annual Meeting of Convention. Any proposed changes shall be submitted to the Committee for its consideration at least eight weeks before the Annual Meeting of Convention.
- e. Resolutions: two clergy and two lay members.
 - 1. All Resolutions shall be submitted to the Resolutions Committee at least 45 days prior to Convention and shall be mailed to delegates and alternates by the Secretary.

- 2. The Committee shall have the authority to combine similar Resolutions so long as the sense of the originals is retained.
- 3. The Committee shall amend Resolutions in order to assure that the Resolution is in the form proper for consideration by Convention.
- 4. The committee shall consider all Resolutions received and shall report them to Convention, either as received or as amended or combined, with recommendations, "do not consider, do pass, do not pass, refer to other committees or commissions, or no opinion."
- 5. The Committee may meet during Convention.
- 6. The Committee shall be appointed by the Bishop within 90 days after the adjournment of the Annual Convention.
- 7. Any Resolution not submitted to the Committee at least 45 days prior to Convention shall be considered by Convention only if submitted, in writing, to the Committee no later than six (6) hours after the convening of Convention, and consideration of such resolution is approved by a majority vote of the Convention.

CANON 5 The Business of Convention

The Convention shall open as the President directs. The order of business shall be as follows:

- a. The Secretary shall call the names of the clergy entitled to seats.
- b. He shall then call the list of the Parishes and Missions entitled to representation in Convention which shall have furnished him their certificates of lay delegates and alternates elected, together with the names of such lay delegates appearing therein.
- c. The calling of the names of clergy and lay delegates may be dispensed with by a unanimous consent of the members of Convention present, provided satisfactory evidence of a canonical quorum of each order be laid before the Convention by the Secretary. In such case, the Secretary shall secure a correct list of the clergy and lay delegates present.
- d. Irregular or defective certificates shall be referred to the Committee on Privilege.
- A constitutional quorum being present, the President shall declare the Convention organized for business. The Convention shall then proceed to adopt an order of business.

CANON 6 The Diocesan Council

Section 1

The Bishop and Council of the Diocese, as hereinafter constituted, shall be known as "the Diocesan Council" and shall exercise all the powers of Convention between the meetings thereof in regard to the unification, development and prosecution of the work committed to it.

Section 2

The Diocesan Council shall consist of the Bishop, Bishop Coadjutor, Suffragan Bishops, if any, the President of the Standing Committee; five members of the clergy and eleven laypersons who are Communicants in Good Standing.

Section 3

The Bishop shall be the President of Council.

Section 4

At each Annual Meeting of the Convention there shall be elected one member of the clergy and two lay Communicants in Good Standing to serve as a member of Council for four years. The Bishop shall appoint one person to serve as a member of Council for four years, either a member of the clergy or a communicant layperson to replace the person of the like order rotating off Council, to serve as a member of Council for four years; and in making such appointment the Bishop shall take into consideration geographical balance. No member who has served on Council for four consecutive years shall be eligible for reelection or appointment until the expiration of one year. The Council shall have power to fill vacancies resulting from death, resignation or removal of Council members elected by Convention, to serve until the next annual meeting of Convention, and the Bishop shall have like power to fill vacancies of appointed members. Absent death, resignation, or removal from office, a member's term shall continue through the close of the Annual Convention session when new members of Council are elected.

Section 5

The Diocesan Council shall organize and elect such officers other than the Bishop, and appoint such agents as it deems appropriate.

Section 6

- a. The Council shall be the Program Planning and Policy Making body of the Diocese between sessions of Convention.
- b. The Bishop of the Diocese shall be responsible for the administration of all Diocesan Programs and Policies.

The Bishop shall supervise the financial affairs of the Diocese, and shall require a proper annual audit of all receipts and disbursements of all parishes and other diocesan organizations. The Bishop shall require the bonding of all Parish, Mission and Diocesan Treasurers; the maintenance of adequate insurance for damage to all church properties; and the introduction and maintenance of the budget system in each Parish and Mission.

Section 8

The Bishop shall with the advice and consent of the Council, present the budget to the Convention. This budget shall be deemed adopted unless amended by a two-thirds vote at Convention. Said budget shall be balanced on the basis of expected diocesan income at the Assessment rate set pursuant to Canon 7. Copies of the budget shall be presented to the clergy, lay delegates and Parish and Mission Treasurers one week prior to the Annual Convocation meetings. Council shall review and recommend to the Bishop such changes in budget allocations as it shall find expedient and necessary throughout the year.

CANON 7 The Funds of the Diocese

Section 1 Assessments

- a. An annual assessment shall be levied upon each Parish and Mission of the Diocese.
- b. The assessment quotas shall be based on the net Disposable Income available for general Parish or Mission purposes in the second preceding year prior to the year of assessment (for example, 1977 NDI would be the basis for 1979 assessment).
- c. Net Disposable Income shall be specifically defined by resolution of Diocesan Council and the assessment rate to be applied thereto shall be the same flat rate percentage for all congregations.
- d. The Assessment Rate shall be set by the Annual Convention and when first thus set shall be effective for the two years immediately thereafter. The Assessment rate percentage may be raised or lowered from time to time by succeeding conventions; provided that the adjusted Assessment Rate shall not become effective until the second year of assessment following such action by Convention. (e.g., A decision to change the Rate of Assessment by the Convention meeting in 1979 would not become effective until assessment year 1981.)

- e. Each year, by March 1st, the Assessment Rate set by the Convention for the ensuing year of assessment shall be computed against the Net Disposable Income reported by the Parishes and Missions on the form provided by the Treasurer of the Diocese and to be returned with their Annual Parochial Reports. The resulting sum total shall be reported to the Diocesan Council for use by the Council and the Ordinary with respect to the development and presentation of the proposed program budget for the ensuing year.
- f. Should the Convention in any year deem it necessary to increase the revenue to be generated from assessments on Parishes and Missions in excess of that which would be provided under Section (e) above, the Convention may, by two-thirds affirmative vote, levy a special assessment upon the Parishes and Missions. Such special assessment shall be limited to one year in duration.
- g. In the event of failure of any Parish or Mission to furnish the Secretary of Convention with its Annual Financial Report, the Ordinary shall fix the amount of its assessment.
- h. If any Parish or Mission believes that its assessment is unjust or inequitable, it shall have the right to present the grounds for such belief to the Diocesan Council; and upon consideration of the same, the Council shall have the power to recommend to the Ordinary a change or reduction in the amount of the assessment.
- i. Any Parish or Mission that shall have charged against it an accumulation of unpaid assessments, shall have the right to petition Diocesan Council for relief; and Council shall have the power, when such action is deemed equitable and expedient, to grant such relief by the remission of all or part of such accumulated indebtedness, excepting that of the current year.

Section 2 Assessment Fund

- a. There shall be an Assessment Fund into which all assessments received shall be deposited and out of which the operating expenses and missionary expenses of the Diocese shall be paid, with other funds available for those purposes. Funds received which are particularly earmarked for missionary or other special purposes shall be used solely for such purposes.
- b. Any budget surpluses are to be considered as "other funds available" for program budget operating and missionary purposes within the content of Canon 7, Section 2.

Section 3 The Endowment Fund

a. There shall be an Endowment Fund, which shall be known as the Episcopate Fund of the Diocese. The income of this Fund shall be appropriated to the support of the Bishop of the Diocese, and of Bishops Coadjutor and Suffragan (if there be such), and to meet the administrative expenses of the Diocese.

b. All income arising from this Episcopate Fund shall be received by the Treasurer of the Diocese of Olympia, Inc., and shall be disbursed by him on order of the Convention or on order of the Directors of the Corporation.

Section 4 Diocesan Emergency Fund

There shall be a fund which shall be called the Diocesan Emergency Fund, which shall be derived from donations and contributions and from an annual collection or collections to be made in each Parish and Mission of this Diocese, unless otherwise authorized by Convention or Council. (See Canon 16, Section 2). All monies or securities belonging to the Fund shall be held by the Treasurer of the Diocese of Olympia, Inc., and all disbursement from said Fund shall be made by the Treasurer on the written order of the Bishop. All disbursements from this Fund shall be made only for the relief of clergy in good standing, canonically connected with the Diocese, or their families.

Section 5 Bishop's Discretionary Fund

There shall be a fund known as the Bishop's Discretionary Fund, to be administered by the Bishop. (See Canon 15, Section 3 and Canon 16, Section 3), designation.

CANON 8 The Parish

Section 1

Any number of persons, not fewer than 25, of legal age, who shall be Communicants of this Church and resident of the community, town, city or district where the proposed Parish is to be located, may organize themselves as a Parish in the following manner.

Notice of intention to organize a Parish shall be first given to the Bishop of the Diocese. Such notice shall be in writing in the following form:

Reverend Father in God: We, whose names are hereunto subscribed, being attached to the Doctrine, Discipline and Worship of the Protestant Episcopal Church, and desirous of securing the holy influence of the Church for ourselves, our families and our neighbors, do hereby respectfully ask permission to associate and organize ourselves, and others as a Parish under the name of ______ Parish. We do hereby promise and agree that said Parish shall always be held under the Ecclesiastical Authority of the Bishop of Olympia and his successors in office, and in conformity with the Constitution and Canons of the Protestant Episcopal Church in the United States of America and Constitution and Canons of the Diocese of Olympia, the authority of which we do hereby recognize and bond ourselves to make them part of the Constitution of said Parish, and to whose Liturgy, Doctrine, Discipline, Rites and Usages we promise at all times, for ourselves and our successors, corporate obedience and conformity.

Upon receipt of the written approval of the Bishop, the petitioners shall then proceed as follows:

Notice of the meeting to organize, setting forth the object, the time and place of such meeting, shall be publicly read at the time of morning service, and on two Sundays next preceding said meeting by some member of the clergy of the church appointed by the Bishop.

Section 3

At the meeting a member of the clergy appointed by the Bishop shall preside. A Secretary shall be chosen. A book provided to record the proceedings of the meeting shall include the notice described above in Section 1 and the approval of the Bishop, the record of the action taken for organization, the names of the vestry chosen, and any other matters of importance pertaining to the organization; and second, the Articles of Incorporation adopted at the meeting.

Section 4

Parishes hereafter organized may be admitted into union with the Convention in this Diocese in accordance with Article XV of the Constitution, and upon compliance with the provisions thereof. Application for admission into union with the Convention shall be made within two years from the date of legal incorporation of the Parish. If not, the Bishop, with the consent of the Standing Committee, may declare the permission to organize withdrawn, and the organization null and void.

Section 5

If a proposed new Parish is within the limit of an existing Parish, the written consent of the Rector and Vestry of the existing Parish shall first be had and obtained for the organization of a new Parish. If such consent cannot be obtained, the permission for the organization of a new Parish within the parochial limits of an existing Parish shall be vested in the Bishop of the Diocese, acting by and with the consent of the Standing Committee.

Section 6

For the purpose only of private or domestic pastoral ministrations, the residence, wherever situated, of each registered parishioner of any Parish or Mission shall be deemed a part of the Parish or Mission in which such parishioner is registered.

CANON 9 Rectors, Parishes and Vestries

Section 1

- a. At any time between the Annual Meeting of Diocesan Convention and the 25th of April following, after due notice is publicly given at Divine Service on the two Sundays next preceding, there shall be held an Annual Meeting of the Parish for election of a Vestry and for the transaction of such business as may properly come before the meeting.
- b. Special meetings of the Parish may be called by the Rector, or by the Vestry, if there be no Rector, and shall be called by the Rector upon a written request signed by a majority of the Vestry. Notice of any special meeting of the Parish shall be given at two regular services of the Church on at least one Sunday next preceding the day appointed for the special meeting. The notice shall state the purpose of the special meeting.
- c. At all Parish meetings the Rector (if there be one; if not, a Warden) shall preside, the Clerk of the Vestry shall act as Clerk of the Meeting.

Section 2

- a. The number of Vestry, as prescribed in the Articles of Incorporation of each Parish, shall be no fewer than three or more than fifteen, and within these limits, the Parish, by a majority vote, may fix or change the total number elected annually. Communicants in Good Standing in the Parish shall alone be eligible to serve on the vestry; The Rector shall be ex-officio a member and Chairman of the Vestry.
- b. Communicants in Good Standing in the Parish alone shall choose by ballot the Vestry members to serve for three years and until the election of their successors.
- c. No member of a Vestry who is elected to a full three-year term shall be eligible for re-election to the Vestry until one year after the expiration of the term for which he was elected.

Section 3

At the first meeting of the Vestry after the annual election there shall be chosen a Senior Warden and Junior Warden, both of whom shall be Communicants in Good Standing of the church and shall be members of the vestry. In case the parish be without a Rector or in case of the organization of a new Parish, both Wardens shall be elected by the Vestry; in all other cases, the Rector shall appoint from the Vestry the Senior Warden, and the Vestry shall elect the Junior Warden.

- a. At the first meeting of the Vestry, they shall also elect a Clerk, who shall keep the minutes of the Vestry meetings and record them in a book provided for the purpose, and a Treasurer who shall receive and disburse the revenues of the Parish as the Vestry shall direct. He shall keep an accurate account of all receipts and disbursements, rendering an annual account to the Vestry for an audit and in addition thereto, an account at any time as the Vestry may direct. The books of both the Secretary and the Treasurer shall always be open to the inspection of the Rector and the members of the Vestry of the Parish, and of the Bishop of the Diocese. Neither the Clerk nor the Treasurer need be a member of the Vestry.
- b. There shall be no meeting of the Vestry unless the Rector, if there be one, and a quorum of the Vestry be present; provided, that if the Rector be absent from the Parish, or, if when notified of the meeting, he shall decline or neglect to be present, the meeting shall be valid if there be a majority of the Vestry, including one Warden, present. Voting by proxy shall not be permitted.

Section 5

- a. It shall be the duty of the Wardens of every Parish to give written notice to the Bishop of an impending vacancy in the Rectorship no later than ten (10) days after such an impending vacancy is made known. Subsequent to such notice, the Wardens shall counsel with the Bishop; he will recommend to the Wardens the persons whom he deems qualified for consideration as nominees for the Rectorship of such Parish.
- b. A Rector shall be elected at a meeting of the Vestry by affirmative vote of at least two-thirds of the Vestry given by written ballot. He shall have been nominated at a meeting of the Vestry held not less than two weeks prior to the meeting at which the election takes place.
 - 1. If a nominee is not taken from the group recommended by the Bishop, the name of the clergy proposed as a nominee shall be made known to the Bishop who shall respond in writing or by conference with the Vestry within twenty (20) days. The Vestry must consider such response at a meeting duly called for that purpose.
 - No election shall be valid unless and until the Bishop has filed with the Vestry a statement that, so far as he knows or believes, the person nominated is a fit and qualified priest of this church, and the nomination is approved.
- c. The call of the Rector-elect shall be in writing and express distinctly any special conditions, together with the stipulation as to salary and allowances.

When the call has been accepted in writing the agreement shall be complete. Letter of Mutual Expectations may be revised by written agreement between the Rector and Vestry. Any dispute between a Rector and Vestry concerning the Letter of Mutual Expectations or subsequent modifications shall be arbitrated by the Bishop.

Section 6

- a. The Rector or Priest-in-Charge of a Parish, by virtue of his office, has exclusive charge of all rites, ceremonies and ordinances of the Church, and the worship with the music and ritual accessories thereto, subject and answerable only to the Bishop. He is entitled at all times to have access to the church building, and to open the same as he may deem proper for public worship, for the celebration of Holy Communion, for baptisms, marriages, burials and religious instruction, and for other rites and ceremonies authorized by the Church or by the Bishop of the Diocese. He shall have control of the alms received at Holy Communion for pious and charitable purposes, unless a different arrangement regarding the same shall be agreed to by both Rector and Vestry. All sums so received shall be accounted for to the Annual Parish Meeting. He shall have the direction and control of the Church School and of all guilds and organizations within the parish.
- b. No clergy shall officiate within the Parish of another clergy without the request or consent of the incumbent; or, in his absence or incapacity, that of the Wardens of the Parish.

Section 7

Assistant clergy may be appointed by the Rector, on terms and conditions as are agreed by the Rector and Vestry. The proposal of any clergy for such appointment must be accompanied by a statement signed by the Bishop, if there be one, that so far as he knows and believes, the person nominated is fit and qualified in this Church or of a Church in communion with it, and that he approves such nomination.

Section 8

It shall be the duty of the Vestry to aid and support the Rector in all efforts for this spiritual welfare and the growth of the Parish. The Vestry shall transact the temporal affairs of the Parish. They shall have charge of the church and other buildings of the parish, and see that the same are repaired and improved as need may require and that they are kept insured against loss by fire. It shall be the duty of the Vestry to prevent the use of the church buildings for any secular or other purpose not authorized by the Constitution and Canons of the Church, or such as becometh not the Church of God.

The Wardens shall be charged with the care of the Holy Vessels and all other property of the Parish used in the service of the Church, and shall see to it that the same are properly provided. They shall preserve order and decorum at the time of Divine Service.

Section 10

No Vestry or Bishop's Committee shall encumber or alienate any church, chapel, rectory or other Parish building, or any land pertaining thereto without the previous consent of the Bishop, acting in consultation with the Standing Committee of the Diocese.

Section 11

No Vestry or Bishop's Committee shall remove, take down or otherwise dispose of any church, chapel, rectory or other Parish building, nor shall the location thereof be changed without the previous written consent of the Bishop, acting in consultation with the Standing Committee of the Diocese

Section 12

Meetings of the Vestry may be called by the Rector, and shall be called by him at the written request of any three members of the Vestry, including one Warden.

CANON 10 Parish Registers and Parochial Reports

Section 1

Every Parish and Mission shall have a Parish Register in which to record the information required under the provisions of the General Church Canons.

Section 2

Each Parish and Mission shall prepare and forward to the Diocesan Office, no later than February first of each year, the Annual Report required under the provisions of the General Church Canons.

Section 3

The Parish Register and the Annual Report shall be the responsibility of the Minister in Charge, or in the absence of a Minister, the responsibility of a Warden in the case of a Parish, and of some person appointed by the Bishop in the case of a Mission.

Section 4

Upon the dissolution of a Parish or Mission, the Register provided for in this Canon shall immediately become the property of the Diocese, and the Bishop shall take charge thereof.

CANON 11 Missions

Section 1

It shall be competent for any number of adult persons, not less than twenty-five, (of whom at least three must be males), who are attached to the Protestant Episcopal Church and desirous of sustaining the services in any community, town, city or district, to be organized as a Mission, on application to the Bishop in the following manner:

Reverend Father in God: We, the undersigned residents of ______County, in the Diocese of Olympia, being desirous of having the services of the Church, and ready, according to our several abilities, to sustain the same, do hereby request you to provide for us as you may deem proper and expedient.

We do hereby declare ourselves, individually and collectively, ready to do what in us lies, to support and maintain the regular worship of the said church, and promote its influence in our neighborhood; and we do promise conformity to the doctrine, liturgy, rites and usages of the Protestant Episcopal Church. We put ourselves under your charge and will reverently obey your authority. We promise conformity to the Constitution and Canons of the General Convention, and to those of the Diocese of Olympia, and the rules and regulations of the Convention. In accordance with these obligations and promises we ask the privilege of being organized as a Mission under the name of _____ Church.

Furthermore, we agree to raise annually among ourselves and faithfully pay (of) the sum ______ dollars per annum for the support of our local congregation and the Church throughout the world, (remaining) and; Furthermore, we agree to abide by and follow the policy and procedure of the Diocese of Olympia, as set forth by the Mission Policy Manual. Faithfully yours,

This application shall be signed in ink by all the adults who propose to be members of the Mission.

Section 2

If the Bishop consents to the organization of a Mission, he shall make such consent known in writing to the applicants, and shall appoint and send a member of the clergy, as vicar, to take charge of same.

The Bishop shall appoint for the first year, and after that annually, a committee to be known as the Bishop's Committee, which shall represent the Bishop in the management of the temporal affairs of the Mission. The Vicar shall be an ex-officio member of the Bishop's Committee and when present shall preside. The duties of the Bishop's Committee and of the officers shall be as set forth in the Mission Policy Manual.

Section 4

At any time between the Annual Meeting of the Diocesan Convention and the 25th of April following, after due public notice is publicly given at the Divine service on the two Sundays next preceding, there shall be held the Annual Meeting of the Mission for the purpose of nominating qualified persons for the Bishop's Committee, and for the transaction of such other business as may properly come before the meeting.

Section 5

The title to real estate given to or purchased by the Mission shall be vested in the corporation known as the "Diocese of Olympia, Inc." But no gift or purchase of land shall be accepted or made, nor any location of a church site decidedupon, nor building erected hereon, without the consent of the Bishop and the Board of Directors.

Section 6

Before any Mission contracts to purchase any real estate, either by full payment of the purchase price, or by partial and deferred payments, it shall be necessary for the Bishop's Committee to obtain the previous written consent of the Bishop acting by and with the Standing Committee of the Diocese, and their approval of the terms of contract for such purchase; and such consent and approval shall be stated in the contract and in the deed of conveyance which shall be inserted when made to the "Diocese of Olympia, Inc."

Section 7

The Vicar of a Mission having been appointed by the Bishop, may resign to, or be removed by, the Bishop only. He shall, after consultation with the Bishop's Committee from time to time, appoint the sexton, organist, choir leader, Sunday School superintendent, and such other helpers as may be necessary. If there be no Vicar, the right of appointment of all helpers to serve during the vacancy shall be in the Bishop's Committee.

The failure of the people of a Mission to perform their agreement as stated in the application for organization may warrant the Bishop, by and with the consent of the Standing Committee, in withdrawing the members of the clergy and dissolving the organization, in which case, as well as in case of the temporary abandonment of services, all the property of the Mission shall be placed in the custody of the Bishop, and shall become the property of the "Diocese of Olympia, Inc."

CANON 12 Business Methods in Church Affairs

Section 1

In every Parish, Mission and Institution connected with this diocese, the following standard business methods shall be observed:

- a. Trust and permanent funds and all securities of whatsoever kind shall be deposited with a Federal or State Bank, or a Diocesan Corporation, or with some other agency approved in writing by the Ordinary, under either a deed of trust or an agency agreement providing for at least two signatures on any order of withdrawal of such funds or securities. But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them;
- b. Records shall be made and kept of all trust and permanent funds showing at least the following:
 - 1. Source and date.
 - 2. Terms governing the use of principal and income.
 - 3. To whom and how often reports and conditions are to be made.
 - 4. How the funds are invested.
- c. Treasurers and custodians, other than banking institutions, shall be adequately bonded.
- d. Books of account shall be so kept as to provide the basis for satisfactory account.
- e All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. The accounts and business records of Parishes and Missions shall be reviewed annually by an independent Certified Public Accountant, or by such audit committee as shall be authorized by the appropriate diocesan authority.

The Diocese may from time to time provide checklists and/or forms that shall be used by Parishes and Missions in the review of their accounts and business records. All reports of audits or reviews pursuant to this Canon shall be filed with the Office of the Bishop not later than 30 days following the dates of such reports, and in any event not later than September 1 of each year covering the financial reports of the previous calendar year.

- f. All buildings and their contents shall be kept insured.
- g. The Ordinary shall report annually to the Convention of the Diocese in this administration of this Canon.

No Vestry, trustee, or other body, authorized by Civil or Canon Law to hold, manage or administer real property for any Parish, Mission, Congregation and Institution, shall encumber or alienate the same or any part thereof (save for the financing of an existing loan), without the written consent of the Bishop and Standing Committee of the Diocese, under such further regulations as may be prescribed by the Canons of this Diocese or the National Convention.

Section 3

All clergy employed with the Diocese in clerical positions shall be covered by a written agreement specifying terms as to compensation, including housing and utilities allowance, pension and insurance benefits, and business expense allowances, which are not inconsistent with the Constitution and Canons of the National Church and the Diocese of Olympia.

Section 4

Acting through the Convention, the Diocesan Council shall periodically recommend the establishment of a minimum annual compensation applicable to all clergy employed as set forth in Section 3 above. Once adopted by Convention, written compensation payments shall not be less than the established minimum without the written concurrence of the Bishop.

CANON 13 Church Debt

Section 1

No indebtedness shall be incurred by a Parish, Mission or Congregation without the approval of both the Bishop and Standing Committee except:

- a. Indebtedness for permanent improvement, replacements or additions to real estate or equipment, where the amount of such indebtedness, plus indebtedness of every kind already existing, shall not exceed 150% of the average annual receipts of such Parish, Mission or Congregation during the past three years.
- b. Indebtedness for current expenses where the amount of such indebtedness, plus all indebtedness heretofore incurred for current expenses and still existing, shall not exceed 20% of the total current receipts of such Parish, Mission or Congre-

gation during the preceding fiscal year; the payment of such indebtedness shall be provided for in the budget of the next-ensuing fiscal year with the reasonable expectation of its payment out of the receipts of the next-two years.

Section 2

Provided that in computing receipts under paragraph (a) and (b) thereof, amount from or for endowments, or from or by bequests, except income therefrom not specially designated, and receipts for expenditures other than parochial, shall not be included.

Section 3

Provided that under any circumstances under which approval is required, it shall be granted only when the payment of all indebtedness shall be provided for in a plan of amortization or other methods of payment to be submitted to and approved by the same authority.

Section 4

This Canon shall not apply to the refinancing of an existing loan.

CANON 14 Dormant Parishes and Aided Parishes

Section 1

If any Parish shall for three years fail to elect a Vestry, or to make a report as required by Canon, the Bishop may report the fact to Convention. Its union with Convention may, upon motion and vote, as prescribed in Article XVI of the Constitution, be suspended or dissolved and it may not be restored until it shall comply with such conditions as Convention may prescribe.

Section 2

It shall be the duty of the Bishop to take the necessary steps to preserve the property of such Parish for the benefit of the Church.

Section 3

- a. After any year in which a parish fails to do one or more of the following:
 - 1. Pay the full amount of all assessments levied by Convention,
 - 2. Pay the salary of a Rector in accordance with the compensation scale adopted by Convention,
 - 3. Pay the full amount of the salary contractually promised to the Rector, or

- 4. Pay its pension obligation as required by regulations of the Church Pension Fund and of Convention, the Bishop or his designated representative shall visit the Parish for the purpose of investigating the causes or reasons for such inability to meet these basic financial obligations.
- b. After the third consecutive year in which a Parish has failed to meet any one or more of rites 3 (a) (1-4) above, the Bishop may designate the Parish an "Aided Parish" according to the guidelines of this Canon, and the Parish shall be eligible for grants as approved by the Bishop and funded by the Diocese. The Bishop, in person or through this designated representative(s), shall work with the Aided Parish to help it assume full and independent responsibility for the financial obligations defined in items 3(a) (1-4) above.
- c. The Bishop may also designate an "Aided Parish" in response to a joint written request from the Rector, Wardens and Vestry of any Parish which sets forth the reasons and cases for such request.
- d. No later than six months after being designated an "Aided Parish," such Parish shall provide the Bishop with a written proposal for regaining financial independence at a Parish level. The proposal's timetable for achieving such independence shall extend no further than four years beyond the date of the "Aided Parish" designation.
- e. "Aided Parish" status under this Canon shall continue for a term of three years whether or not the Parish shall continue to need financial assistance for each of those three years. The Bishop shall have discretion to extend this status for a final fourth year, but only in the reasonable expectation based on evidence that the Parish will be able to meet all financial obligations by the end of the fourth year as defined in items (3)a (1-4) above.
- f. If at the end of its time as an "Aided Parish" under this Canon, the Parish remains unable to meet all the financial obligations described in items 3(a) (1-4) above, then the Bishop shall report said inability to Convention. Upon receiving such report, Convention may, upon motion and vote, prescribed in Article VI of the Constitution, change the status of the Parish to that of an Organized Mission of the Diocese.

Whenever the status of a Parish is changed to that of a Mission, the Parish Corporation shall immediately transfer title to all its property and assets to the Diocese of Olympia, Inc., and the officers and members of such Parish Corporation shall take all steps necessary to effect such transfer.

CANON 15 Episcopal Visitation

Section 1

At least once in every three years the Bishop shall:

- a. Meet with and advise the clergy.
- b. Consider the spiritual state of the Parish or Mission.
- c. Examine the Parish Register and records.
- d. Inspect the Parish property.

Section 2

On occasions of official visitations, the Bishop controls the services, to take to himself or assign to others such portion of them as he may think proper; and he may also designate the purpose for which the offering of the people is taken.

CANON 16 Stated Offerings

It is hereby made the duty of each minister in charge of a Parish or Mission in this Diocese and in the absence of any such minister, the duty of the Vestry or Bishop's Committee to take the following offerings at the times and for the purpose hereinafter stated:

Section 1

The Church School Lenten Offering, for special missionary purpose designated by the Episcopal Council.

Section 2

An offering on Thanksgiving Day or the Sunday previous or following, for the Diocesan Emergency Fund or for such other purposes as the Convention or Council may determine.

Section 3

An offering for the Bishop's Discretionary Fund on the day of the official visitation of the Bishop.

CANON 17 Lay Readers

No person shall be authorized to officiate regularly as a Lay Reader in this Diocese without a written license from the Ecclesiastical Authority, for a term not to exceed three years. Lay Readers shall in all cases conform to the provisions of the Canon of General Convention. When not officiating in the Parish or Mission for which they are appointed, they shall be under the direction of the President of the Convocation in which they may reside, or such other Diocesan official as the Bishop may designate.

CANON 18 The Church Pension Fund

Section 1

In conformity with the legislation adopted by the General Convention of 1913, pursuant to which the Church Pension Fund was duly incorporated, and in conformity with the Canon of General Convention, "Of the Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of Olympia hereby accepts and acknowledges the Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy and lay employees of the Protestant Episcopal Church in the UnitedStates of America, and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

Section 2

The Bishop of this Diocese shall appoint, annually, upon the opening of Convention, a Committee of the Church Pension Fund to consist of two presbyters and two laymen, for a term of one year, and until their successors shall have been appointed or qualified, and the Bishop shall from time to time fill by appointment any vacancies in said committee caused by resignation, death or inability to act.

Section 3

The duties of said Committee shall be as follows:

- a. To be informed of, and to inform the clergy and laity of this Diocese of the pension system created by the General Convention and committed by it to the Trustees of the Church Pension Fund in order that the ordained clergy and lay employees of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their widows and minor orphan children in the event of death.
- b. To receive reports from the Church Pension Fund, from time to time, on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by the Parishes.
- c. To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention.
- d. To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the clergy and lay employees of this Diocese may be assured of the fullest pension protection by said Fund under its established Rules.

It shall be the duty of this Diocese and of the Parishes, Missions and other ecclesiastical organizations therein, each through its treasurer or other proper official, to inform the Church Pension Fund of salaries and other compensation paid to clergy and lay employees by this Diocese, parishes, missions and other ecclesiastical organizations for service rendered, currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such salaries and other compensation as they occur; and to lay promptly to the Church Pension Fund the pension assessments required thereon under the Canon of the General Convention and in accordance with the Rules of said Fund.

Section 5

It shall be the duty of every clergy member and lay employee canonically resident in or serving in this Diocese to inform the Church Pension Fund promptly of such facts as dates of birth, ordination or reception, marriage, births of children, deaths and changes in cures or salaries as may be necessary for its proper administration and to cooperate with said Fund in such other way as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

Section 6

All Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church, and any other societies, organizations or bodies in the Church which under the regulations of the Church Pension Fund have elected or shall elect to come into the pension system shall provide all lay employees who work a minimum of 1,000 hours annually retirement benefits participation in the Episcopal Church Lay Employees Retirement Plan (ECLERP) or in an equivalent plan, the provisions of which are at least equal to those of ECLERP. Such participation shall commence no later than January 1,1993.

At its commencement, if the plan is a defined benefit plan, the employer contribution shall be not less than 9 percent of the employee's salary; if the plan is a defined contribution plan, the employer shall contribute not less than 5 percent and agree to "match" employee contributions of up to another 4 percent.

The employer may impose a minimum age of 21 years and a minimum employment period not to exceed one year of continuous employment before an employee would be eligible to participate

The Trustees of the Church Pension Fund shall have authority to increase or decrease the contribution percentages required for the lay pension plan.

CANON 19 Convocation

Section 1

For the purpose of promoting greater unity in the Diocese and the work of church extension within its borders, the Diocese adopts the system of Convocations.

Section 2

The Diocesan Council, with the approval of the Bishop, shall divide the Diocese into Convocations, and whenever deemed advisable, change either or both the number and boundaries of the Convocations.

Section 3

All clergy canonically resident within the Convocation and delegates and alternates to the annual Diocesan Convention from Parishes and Missions within the Convocation shall be voting members of such Convocation at all meetings thereof.

Section 4

Each Convocation may enact by-laws for the conduct of its affairs, subject to the approval of the Bishop.

Section 5

Each Convocation shall hold at least three meetings annually, normally one in the Winter, one in the Spring and one in the Fall.

Section 6

Election of Officers by Convocation

a. At each Fall Meeting, a Convocation shall elect a new Vice President who shall take office at the close of the last of the successive days sessions of the next Annual Diocesan Convention and who shall serve one year in that office and an additional year as Convocation President.

The two Convocation Officers shall alternate, so that one be a voting clergy member of the Convocation, while the other shall be a Communicant in Good Standing in a congregation within the Convocation and, at the time initially elected to office, a delegate or alternate delegate to the Convention. If at any time there is a vacancy in the office of President, the Vice President shall serve for the balance of the vacant term in addition to the term for which he will serve as President Elect. In case there is a vacancy in the office of Vice President, it shall be filled by the election of an eligible member to serve in that position until the next Fall Meeting.

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b. At its first meeting in 1989, each Convocation shall hold a special election to institute the timetable for rotation of officers specified in (a) above.

Section 7

The President of Convocation shall:

- a. Convene Convocation Meetings.
- b. Preside at Convocation meetings, except that the Bishop, when present, shall be entitled to preside.
- c. Perform such other duties as the Bishop may assign.

CANON 20 Communicants

Section 1

A Communicant is a baptized person who is faithful in corporate worship and has received the Sacrament of Holy Communion in this Church at least three times during the preceding 12 months (unless good cause prevented). (It is expected that all adult members of this Church, after appropriate instruction, will have made a mature public affirmation of their faith and commitment to the responsibilities of their baptism and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church. (See: National Canons, Title I, Canon 17, Section 1 (c)).

Section 2

A Communicant in Good Standing is a Communicant who is 16 years old or older, and who is a recorded contributor to the support of the Church with money or with personal service.

Section 3

It is the duty of every Communicant moving from one Parish to another to apply for a Certificate of his standing. This "Letter of Transfer" is exchanged between the clergy of the Parishes or Congregations involved and its receipt must be formally acknowledged before the transfer is complete.

Section 4

It is the duty of the minister in any Parish or Mission, learning of the removal of any member of his Parish or Mission to another congregation without having secured a "Letter of Transfer", to transmit to the clergy of such Parish or Missiona letter of advice informing him thereof.

Section 5

No clergy of this Diocese shall enter the name of any Communicant upon the Parish list, except those baptized in his Parish or Mission, except such certificate as required in

Section 3 and 4 has been delivered to him, or a satisfactory reason given why the same has not been obtained. In this latter case, notice of such enrollment must be sent to the minister of the Parish or Mission from which the member has been removed.

CANON 21 Commission on Church Architecture

Section 1

There shall be a Commission of the Diocese to be known as the Commission on Church Architecture, which shall consist of the Bishop, together with two clergymen and two laymen to be appointed annually by him; and the Bishop shall have the power to add to this number.

Section 2

It shall be the duty of every Mission to lay before this Commission the plans of any new church, chapel, or other church building or of proposed changes in any existent church, chapel, or other church building, and no such building may be erected without the approval in writing of such Commission.

Section 3

It shall be the duty of every Parish, by its rector, wardens and vestrymen, to lay before this Commission the plans of any new church, chapel, or other parish building, or of proposed changes in any such existent building, for their counsel and advice, which counsel and advice shall be given in writing within one calendar month after the receipt of said plans.

CANON 22 The Commission on Ministry

Section 1

There shall be a Commission on Ministry consisting of ten members.

- a. One member of the Commission shall be a member of the Standing Committee, who shall be appointed for a one-year term by the Bishop at the Annual Convention. Such members may be re-appointed.
- b. Of the remaining nine members of the Commission, no fewer than three, nor more than six, shall be clergy canonically resident in the Diocese and no fewer than three nor more than six shall be lay Communicants in Good Standing in the Diocese. These members shall be appointed by the Bishop at the Annual Convention for three-year terms. No such member may serve during more than two successive three-year terms to which he shall have been appointed.
- c. If a vacancy occurs on the Commission, the Bishop shall fill the vacancy for the unexpired term.

- a. The Commission on Ministry shall have the duties and responsibilities prescribed in Title III, Canon 1, of the Canons of the General Convention of the Episcopal Church. It shall assist the Bishop in matters pertaining to the enlistment and selection of persons for Ministry, in the guidance and pastoral care of Candidates for Holy Orders, of Deacons, and Professional Church Workers, and in matters pertaining to the continuing education of the Ministry.
- b. It shall interview Candidates and shall, upon assignment by the Bishop, conduct, evaluate, and report upon canonical examinations. The Commission shall report promptly in writing to the Bishop the results of all interviews and examinations conducted by it or for it, whether satisfactory or unsatisfactory, making separate reports upon each person examined. The Bishop shall transmit these reports to the Standing Committee who shall in no case recommend a person for admission as a Candidate for Holy Orders, or recommend a Candidate for Holy Orders for ordination to the Diaconate or Priesthood, until it shall have received and considered the report of the Commission on Ministry.
- c. The Commission on Ministry shall have such other responsibilities as are placed upon it by the Canons of the General Convention, by the Canons of the Diocese, and as may be assigned to it by the Bishop.

Section 3

The Commission on Ministry may adopt rules for its work. Such rules shall be consistent with the Canons of the General Convention and of the Diocese, and shall be subject to the approval of the Bishop. These rules may include authorization for the appointment of committees of the Commission to act on its behalf.

Section 4

At the first meeting of the Commission following the Annual Convention, the Bishop shall appoint a Convener and the Commission shall elect a Secretary from among the members. The Secretary shall keep a record of Commission proceedings, which shall be open at all times to members of the Commission, and to the Bishop and Standing Committee. The Commission shall make an annual report of its actions and activities to the Diocesan Convention.

CANON 23

The Commission on Personnel

Section 1

There shall be a Commission on Personnel consisting of eleven members appointed by the Bishop:

- a. Three members of the Commission shall be clergy canonically resident in the Diocese, and shall include at least one rector and one vicar.
- b. Six members of the Commission shall be confirmed Communicants in Good Standing in the Diocese.
- c. Nine members shall serve three year terms. With one clergy and two lay persons being replaced each year, except that in each of the first two years, one clergy and two lay persons may be replaced or reappointed from before. No member may serve more than two full successive terms.
- d. In addition, each year the Bishop shall appoint two additional persons to the Commission for a one year term, one nominated by the Clergy Association of the Diocese of Olympia, from the clergy of the Diocese and one lay professional employed within the Diocese.
- e. The Chairman of the Commission shall be a lay person selected by the Bishop, and shall be empowered to fill vacancies on the Commission subject to confirmation by the Bishop.

Section 2

The Commission shall be responsible for developing and recommending plans or action by the Bishop, Convention or Diocesan Council concerning the following:

- a. Compensation and employment guidelines applying to clergy employed within the Diocese, including matters related to stipend, allowances and employment agreements as set forth in Canon 12, Section 3 and 4.
- b. Compensation and employment guidelines applying to lay employees of the Diocese.

No later than July 1 of each year, the Commission shall recommend to the Diocesan Council over all compensation changes that bear upon development of the proposed Diocesan Program and Budget for the following year, to be presented at the fall Convocation meetings and the annual Diocesan Convention.

Section 3

By resolution of Convention, the recommendation of the Commission may be adopted as either advisory guidelines or as policy applying to the Diocese and its parishes and missions.

The Commission shall make its services available on an advisory basis to any clergy, vestry, or Bishop's Committee of the Diocese desiring its assistance and counsel. It shall also consult periodically with the Bishop as to its activities and on matters where the Bishop desires counsel of the Commission.

Section 5

There shall be an annual report by this Commission to the Diocesan Convention, including the findings and recommendations concerning Section 2 (a) and (b) above.

CANON 24 Diocesan School of Theology

Section 1

There shall be a Diocesan School of Theology, accountable to the Bishop, the purpose of which shall be to provide opportunities for:

- a. Lay persons to expand their understanding of the faith and its traditions of the Church.
- b. Training for diaconate.
- c. Training for specialized ministries.
- d. Continuing theological education.

Section 2

There shall be a Dean of the School appointed by, and accountable to, the Bishop. The Dean shall be responsible for the management of the School and its program.

Section 3

There shall be a Board of Directors thereof consisting of ten members.

- a. Six members shall be appointed by the Bishop for three-year terms (initially, two members shall be appointed for a one-year term, two for a two-year term, two for a three-year term). One of the members shall be designated annually by the Bishop as Chairman of the Board.
- b. One member selected for a one-year term, by and from the faculty of the School, with the option of reappointment, one member selected for a one-year term by and from the student body of the School, with the option of reappointment, and one member selected from the Bishop's Commission on Education for a one-year term, with the option of reappointment.
- c. The Dean of the School of Theology.

The Board shall be accountable to the Bishop. Its basic function shall be to:

- a. Oversee, review and evaluate the program of the School and ensure that its purpose is being carried out.
- b. Provide support to the Dean and faculty.
- c. Provide to the Diocese at large information concerning the School and its programs.
- d. Study the trends and needs in alternative theological education in the Episcopal Church, and consult with and advise the Bishop, Commission on Ministry and other appropriate bodies regarding applicability in this Diocese.

[At the 82nd Diocesan Convention, November 14, 1992 the Diocese of Olympia, Canon 25 was replaced by the National Episcopal Church Canon 21 with changes made to Section 2 and Section 9 re-written. Changes are underlined and in bold type.]

CANON 25 Of the Dissolution of the Pastoral Relation

Section 1

Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a parish without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a parish be removed therefrom by the Vestry against the Rector's will, except as hereinafter provided.

Section 2

If for any urgent reason, a Rector or Vestry, by at <u>least a two-thirds vote of the entire vestry</u>, desires a dissolution of the pastoral relation, and the parties cannot agree either party may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this Canon.

Within sixty days of receipt of the written notice, the Bishop as chief pastor of the Diocese shall mediate the differences between Rector and Vestry in every informal way which the Bishop deems proper and may appoint a committee of at least one Presbyter and one Lay person, none of whom may be members of the parish involved, to make a report to the Bishop.

Section 4

If the differences between the parties are not resolved after completion of the mediation, the Bishop shall proceed as follows:

- a. The Bishop shall give notice to the Rector and Vestry that a godly judgement will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.
- b. If a timely request is made, the President of the Standing Committee shall set a date for the conference, which shall be held within thirty days.
- c. At the conference each party shall be entitled to representation and to present its position fully.
- d. Within thirty days after the conference or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter the Bishop, as final arbiter and judge, shall render a Godly judgement.
- e. Upon the request of either party the Bishop shall explain the reasons for the judgement. If the explanation is in writing, copies shall be delivered to both parties.
- f. If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definition of responsibility and accountability for the Rector and the Vestry.
- g. If the relation is to be dissolved;
 - 1. The Bishop shall direct the Secretary of the Convention to record the Dissolution.
 - 2. The judgement shall include such terms and conditions, including financial settlements, as shall seem to the Bishop just and compassionate.

Section 5

In either event the bishop shall offer appropriate supportive services to the Priest and the Parish.

In the event of the failure or refusal of either party to comply with the terms of the judgement, the Bishop may impose such penalties as may be set forth in the Constitution and Canons of the Diocese; and in default of any provisions for such penalties therein, the Bishop may act as follows:

- a. In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall comply with the judgement.
- b. In the case of a Vestry, invoke any available sanctions including recommending to the Convention of the Diocese that the parish be placed under the supervision of the Bishop as a Mission until it has complied with the judgement.

Section 7

For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.

Section 8

- a. Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable and admissible.
- b. In the course of proceedings under this Canon, if a charge is made by the Vestry against the Rector that could give rise to a disciplinary proceeding under Title IV, Canon 4,1. all proceedings under this Canon shall be suspended until the charge has been resolved or withdrawn.

Section 9

Except in cases where, in the judgement of the Bishop, actions may have exceeded the boundaries of acceptable priestly behavior, the Bishop may, within the first three years of a Rector's Call to a parish, choose not to invoke the Canon for Dissolution. In making such election the Bishop will seek to provide prompt mediation and support to address the differences, without Canonical intervention."

CANON 26 Presentment and Trial of a Priest or Deacon

Section 1

Whenever any priest or Deacon of this Diocese, not being a Bishop thereof, shall become "liable to presentment and trial" under the provisions of any Canon of General or Diocesan Convention, the mode of proceeding in this Diocese shall be as hereafter outlined.

The trial shall be on a presentment in writing, addressed to the Bishop of the diocese, specifying the offense or offenses of which the accused is alleged to be guilty, with reasonable certainty of the time, place and circumstances. Such presentment may be made by:

- a. A majority of the Vestry of a Parish or by any five members of a Mission, of which the accused is the priest or deacon.
- b. Three priests of the Diocese.

Section 3

Whenever, from public inquiry or otherwise, the Bishop shall have reason to believe that any clergy person is under the imputation of having been guilty of any offense or misconduct for which he is liable to be tried, and that the interest of the Church requires an investigation, it shall be his duty to appoint a Court of Inquiry of five persons, of whom three at least shall be priests, to examine the case, a majority of whom may make such examination, and if there is, in judgement, sufficient grounds for presentment, they shall present the clergy accordingly.

Section 4

Any priest or deacon of this Diocese against whom charges are made or evil reports are current, from public rumor or otherwise, may request to the Bishop in writing that Court of Inquiry be appointed in like manner to make investigation. No presentment may be made in any case on account of an offense committed more than five years previously, except in case of a conviction in a Court of Record exercising criminal jurisdiction, a presentment may be made at any time within one year after such conviction.

Section 5

A presentment being made, the Bishop shall have the power to dismiss it wholly or in part if the facts charged do not, in his judgement constitute an offense or if only a part of them do. When it is allowed in whole or in part, the Bishop shall cause a copy of it to be served on the accused, setting a date also in this notice when it shall come before the Ecclesiastical Court of the Diocese, at least thirty days later.

Section 6

The Court shall consist of three priests and three lay people, nominated by the Bishop and elected annually by Convention. Vacancies on the Court may be filled by the remaining members. A majority of the members shall be sufficient for trial.

Section 7.

If a priest or deacon presented shall confess the truth of the facts alleged in the presentment, the Bishop shall pass sentence according to the provisions of the General Church Canons.

Section 8

The accused shall have the right to challenge any members of the court for good and sufficient causes, which causes are to be determined by the remaining members of the Court.

Section 9

If a priest or deacon presented, after having had due notice, shall not appear before the Court for his trial, the Court may proceed as if he were present.

Section 10

In trial, the Court shall hear such evidence as shall be produced, which shall be reduced to writing and signed by the witnesses respectively. The Court shall state its judgement to the Bishop as to the sentence to be pronounced, and he shall proceed accordingly.

CANON 27 Questions of Procedure

The latest Revised Edition of Robert's Rules of Order shall determine questions of procedure not specifically provided for in these Canons.

CANON 28 Amendment or Repeal

These Canons may be amended or repealed or new ones enacted at any Annual Meeting of Convention by vote of a majority of each Order. Such changes, new Canons, or the repealing of a Canon now in effect shall first be submitted to the Committee on Canons as provided in Canon 4.

CANON 29 Date of Taking Effect

These Canons, and all Canons or amendments hereafter enacted, unless otherwise ordered, shall take effect upon the adjournment of the meeting of Convention at which they are enacted; or immediately upon adoption if consent by unanimous vote of Convention is given.

1993 Constitution and Canons

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OFFICIALS AND
INSTITUTIONS

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Bishop

The Right Reverend Vincent W. Warner, D.D.

Secretary

The Reverend John G. Schaeffer

Treasurer

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Chancellor

Mr. Donald Mullins

Vice-Chancellor

Mr. Duncan Bayne

Historiographer

The Reverend William Bertolin

Archivist

Mrs. Diane T. Wells

STANDING COMMITTEE

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The Reverend John Thompson	1994
Mrs Teddy Mitchell	1995
The Reverend Margaret Mills Erskine	1996
Mr. Samuel Fleshman	1996
The Reverend Joann Paolozzi	1997
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no election	Northern
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Mrs. Elizabeth Tuley

Mrs. Helen Rogers

Class of 1996

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Class of 1995

The Reverend Joan Anthony Mr. Andrew Pringle Mrs. Dorothy Gailey

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Bishop's Appointments

The Reverend Robert W. Khodes	774
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CATHEDRAL CHAPTER

The Right Reverend Vincent W. Warner	Bishop
The Very Reverend Frederick Bowen Northu	Dean
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COLLEGE MINISTRY COORDINATOR

The Reverend Stephen Garratt

EXAMINING CHAPLAINS

The Reverend Randy Gardner, Administrator The Reverend Albin Fogelquist The Reverend Joseph Tiernan

OFFICERS OF THE CORPORATION

The Bishop (President)

The Right Reverend Vincent W. Warner, Jr., D.D.

Office: 1551 Tenth Ave. E

PO Box 12126 Seattle, WA 98102 .206-325-4200

Home: 920 E. Newton St.

Seattle, WA 98102 206-322-2591

(clergy line) 206-322-2582

The Provost (Vice-President)

The Very Reverend Gerald W. Porter

Office: 1551 Tenth Ave. E

PO Box 12126 Seattle, WA 98102 206-325-4200

Home: 1921 E. Galer

Seattle, WA 98112 206-323-2648

Chancellor of the Diocese

Donald H. Mullins, Esq.

Office: Preston Thorgrimson Shidler Gates & Ellis

5400 Columbia Center

601 Fifth Ave. Seattle, WA 98104 206-623-7580

Home: 4211 43rd Ave. NE

Seattle, WA 98105 206-223-4830

Secretary of the Diocese

The Reverend John G. Schaeffer

Office: 99 Wells Ave. S

Renton, WA 98055

206-255-3323

Home: 1827 SE 18th Pl.

Renton, WA 98055 206-255-7232

Officers of the Corporation, Cont.

Treasurer of the Diocese

Denny Bacon (nominee)

Office: 1551 Tenth Ave. E

PO Box 12126 Seattle, WA 98102

206-325-4200

Home: 1503 28th Ave. W Seattle, WA 98199

> 206-285-7532 206-628-2862

Assistant Secretary

Pearl M. LaRonde

Office: 1551 Tenth Ave. E

PO Box 12126 Seattle, WA 98102 206-325-4200

Assistant Treasurer

Christine Smith-Clark

Office: 1551 Tenth Ave. E

PO Box 12126 Seattle, WA 98102 206-325-4200

Vice-Chancellor

Duncan Bayne, Esq.

Home: 825 East Gwynne Pl.

Seattle, WA 98102 206-329-3217

Vice-President, Finance, Emeritus

Dr. James F. Hodges

Office: 1551 Tenth Ave. E

PO Box 12126 Seattle, WA 98102 206-325-4200

Home: 15680 Euclid Ave. NE

Bainbridge Island, WA 98110

206-842-4466

THE OFFICE OF THE BISHOP

Bishop: The Right Reverend Vincent W. Warner

Provost: The Very Reverend Gerald W. Porter

Archdeacon: The Venerable Patrick A. Tomter

Office: 1551 Tenth Ave. E PO Box 12126 Seattle, WA 98102 206-325-4200

Home: 3705 N Proctor Tacoma, WA 98407 206-759-1483

Canon for Ministry Development: Betsy Greenman

Office: 1551 Tenth Ave. E PO Box 12126 Seattle, WA 98102 206-325-4200

Home: 14722 30th Ave. NE Seattle, WA 98155 206-362-2437

Program Staff

Archivist	Peggy Hansen
Director of Communications	Diane Walker
Director of Development	Jean Leed
Director of Faith and Christian Development	Kathleen Hamilton
Resource Center Director	Janice Matsumoto
Interim Dean of the School of Theology	Eston Collins
Comptroller	Christine Smith-Clark

Support Staff

THE CAMP AND CONFERENCE CENTERS STAFF

Huston Camp and Conference Center

14725 Ley Rd. PO Box 140 Gold Bar, WA 98251 206-793-0441

Bill Tubbs, Director Becky Kahlvik, Secretary Mike Mohs, Food Service Manager and Cook

St. Andrew's House

East 7550 Highway 106 Union, WA 98592 206-898-2362

Burt Duncan, Manager Susan Duncan, Assistant Manager

St. Bernard's Chapel

Snoqualmie Pass 206-232-8182, ext. 6133 Lou Lenihan, Vice President

SPECIAL MINISTRIES STAFF

Ecumenical Officer

The Reverend William Burnett

Office: 5217 Honeymoon Bay Rd. N.

PO Box 11

Freeland, WA 98249

206-331-4887

Seattle Seaman's Center

The Right Reverend William Choi

Office: 4104 W Marginal Way SW

Seattle, WA 98106-1209

206-938-3890

Home: 8105 232nd St. SE

K-21, Westview Gardens, Apt. 1 Woodinville, WA 98072-9570

206-483-3764

Refugee Resettlement Ministry

Greg Hope, Coordinator

Khamsone Phothihoumphanh, Asst. Coordinator

1610 South King St. Seattle, WA 98144 206-323-3152

Hispanic Ministry

Elsa Roth, Director of Program Development

Centro San Felipe PO Box 8755 Tacoma, WA 98400 206-474-7066

University of Washington Chaplaincy

The Reverend Stephen Garratt, Chaplain

Christ Church 1305 NE 47th St. Seattle, WA 98105 206-633-1611

DIOCESE OF OLYMPIA RETIRED BISHOPS

The Right Reverend Charles Lee Burgreen

(Helen)

Suffragan Bishop of the Armed Forces, Retired

Mail: 8205-E Martin Way NE #155

Olympia, WA 98516-5769

206-491-8713

(May thru October)

The Right Reverend Lane W. Barton, D.D.

(Polly)

Bishop of Eastern Oregon, Retired

Home: 401 W. 32nd St. Vancouver, WA 98660

206-695-6184

The Right Reverend David R. Cochran, D.D. (Mary)

Bishop of Alaska, Retired

Home: 4705 41st St. NE

Tacoma, WA 98422

206-927-7309

The Right Reverend Robert H. Cochrane, D.D. (Terry)

Bishop of Olympia, Retired

Home: 5906 NE 60th St.

Seattle, WA 98115

206-523-5179

DIOCESE OF OLYMPIA CANONS OF HONOR

Diocese

Spouse

The Reverend Canon John H. Backus

Interim, Church of the Good Shepherd

Office: 236-E. 31st St.

New York, NY 10016

212-689-1595

New York

The Reverend Canon Rudolf Devik

Priest-in-Charge, St. Luke's, Tacoma

Office: 3615 N. Gove

Tacoma Wa 98407 206-759-3534 Massachusetts

The Reverend Canon William M.A. Forbes

Rector Emeritus, St. Paul's, MountVernon

Office: 425 S. Tenth St.

Mount Vernon, WA 98273

206-336-2908

Glenora

Peter R. Hallock

Canon Precentor, St, Mark's Cathedral, Retired

Box 819

Fall City, WA 98024

206-222-5228

Joyce McConnell

Treasurer of the Diocese, Retired

Home: 17611 Bagley Place N

Seattle, WA 98133

206-364-0421

The Reverend Canon Richard K. Toll

Rector, St. John's, Milwaukie, OR

Office: 2036 Jefferson

Milwaukie, OR 97222

503-653-5880

Oregon

Elaine

INSTITUTIONS LOCATED IN THE DIOCESE

The Annie Wright School

827 North Tacoma Ave. Tacoma, WA 98403 206-272-2216

Robert Klarsch, Headmaster

The Charles Wright Academy

7723 Chambers Creek Rd W Tacoma, WA 98467 206-564-2171

Robert Minnerly, Headmaster

Convent of the Order of St. Helena

1114 21st Ave. E Seattle, WA 98112 206-325-2830

Sr. Ellen Stephen, O.S.H., Sister-in-Charge

Community of the Paraclete

St. Stephens' House Trinity Church 717 Cherry St. Seattle, WA 98104 206-467-9872

Mail: PO Box 61399 Seattle, WA 98121

Br. Carle Griffin, Guardian

Faith Home (Episcopal Services for Youth)

1350 S. Woodlawn PO Box 7712 Tacoma, WA 98407-0712 206-472-1374

THE CONGREGATIONS OF THE DIOCESE (See also Directory)

Northern Convocation	
Anacortes	Christ Church
Bellingham	Saint Paul's
Blaine	Christ Church
Camano Island	Saint Aidan's
	Church of the Transfiguration
Edmonds	Saint Hilda/Saint Patrick's
Everett	Trinity Parish
Freeland.	Saint Augustine in the Woods'
Friday Harbour	Saint David's
Lopez Island	Saint David'sGrace Church
Lynnwood	Emmanuel
Marysville	Saint Phillip's
Mill Creek	Saint Francis'
Monroe	Church of Our Saviour
	Saint Paul's
Oak Harbor	Saint Stephen's
Orcas Island(East Sound	d) Emmanuel
Rockport	Saint Martin/Saint Francis'
Sedro-Woolley	Saint James'
Snohomish	Saint John's
Seattle North Convocat	tion
Edmonds	Saint Alban's
Edmonds	Saint Hilda and Saint Patrick
Kenmore	Church of the Redeemer
Seattle	Saint Andrew's
Seattle	Saint David's
Seattle	Saint Dunstan's
Seattle	Saint George's
Seattle	Saint Luke's
	Saint Stephen's

Seattle South Convoca	ntion
Seattle	All Saints'
Seattle	
Seattle	Church of the Epiphany
Seattle	Saint Clement's
Seattle	Church of the Holy Apostles
Seattle	Saint John the Baptist's
Seattle	Saint Mark's Cathedral
Seattle	Saint Paul's
Seattle	Saint Peter's
Seattle	Saint Martha and SaintMary
Seattle	Trinity Parish
Vashon	Trinity Parish Church of the Holy Spirit
Overlake Convocation	
	Church of the Resurrection
Bellevue	Saint Margaret's
	Grace Church
	.Saint Michael and All Angels'
	Saint John's
	Saint Thomas'
Mercer Island	Emmanuel
	Holy Cross
	Good Samaritan
Snoqualmie	Saint Clare's
South King Convocati	ion
	Saint Matthew's
	Saint Elizabeth's
	Saint Columba's
	Saint Catherine's
	Church of the Good Shepherd
	Saint James's
	Grace Ministry
Maple Valley	Saint George's
Renton	Saint Luke's

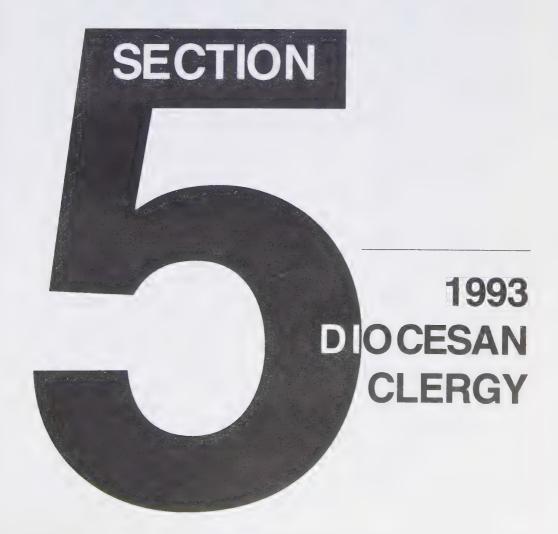
Pierce Convocation	
Gig Harbor	Saint John's Christ Church
Puyallup	Christ Church
Tacoma	Saint Joseph's - Saint John's
Tacoma	All Saints'
Tacoma	
Tacoma	Holy Family of Jesus
Tacoma	Saint Andrew's
	Saint Luke's
Tacoma	Saint Mary's
Tacoma	Saint Matthew's
Peninsula Convocat	ion
Allyn	Saint Hugh'sSaint Barnabas'
Bainbridge Island	Saint Barnabas'
	Grace Church
Bremerton	Saint Paul's
Port Angeles	Saint Andrew's
Port Gamble	Saint Paul's (Chapel of Poulsbo)
	Saint Bede's
	Saint Paul's
	Saint Charles'
Sequim	Saint Luke's
	Saint Antony's of Egypt
Tahuya	Saint Nicholas'
Southern Convocati	on
Battle Ground	Church of the Holy Spirit
	: Matthew (Mission of Longview)
Cathlamet	Saint James
Longview	Saint Stephen's
Vancouver	
	Church of the Good Shepherd
	Saint Luke's
Washougal (Camas)	SaintAnne's

Central Convocation

Aberdeen	Saint Andrew's
	Saint John's
Chehalis	Church of the Epiphany
Elma	Saint Luke's
Hoodsport	Saint Germain's
Lacey	Saint Benedict's
	Saint Mark's
Olympia	Saint Christopher's
	Saint Ĵohn's
	Saint Peter's
Shelton	Saint David of Wales'
South Bend	Saint John's
Westport	Saint Christopher's
A	Saint Timothy's (Preaching Station)

Non-Parochial Chapels and Ministries

Gold Bar	Saint John's Chapel, Huston Center
	Saint Bernard's Chapel
Tacoma	Raynor Chapel, Annie Wright School
Tacoma	Faith Homes
Union	Bishop Hubbard Chapel, Saint Andrew's House



DIOCESAN CLERGY IN CANONICAL ORDER October 1993

The Rt. Rev. Vincent W. Warner
The Rt. Rev. Robert H. Cochrane
retired
The Rt. Rev. Ivol I. Curtis, retired
001 Clifford L. Samuelson
002 William Forbes
003 Poland Miller
004 W. Robert Webb
004 W. Robert Webb 005 Robert D. McFarland
006 Elmer M. Lofstrom
007 J. Burton Salter
008 George Foster Pratt
009 Johnson E. West
010 Charles A. Forbes, Jr.
011 Richard C. Adams
012 J. William Bertolin
013 Richard W. Garlichs
014 Edward D. Leche
015 John G. Schaeffer
016 John A. Huston
017 Charles W. Hunter
018 Paul E. Langpaap
019 Marshall J. Ellis
020 William J. Hunter
021 John B. Winn
022 Donald L. Elkins
023 John T. Ledger, Jr.
024 Robert L. Baxter, Jr.
025 J. Hubert Miller
026 Norman L. Cram
027 Alan Jordan
028 David McGirr
029 Wallace E. Bristol
030 Donald J. Maddux

031 L. Walter Truitt

•	er 199	3
	032	Kenneth M. Snyder
	033	P.M. Casady
	034	Albert K. VanEtten
	035	John R.B. Vance
	036	John Robin L. Luethe
	037	George W. Carpenter
	038	Timothy Nakayama
	039	John L. Gretz
	040	Henry F. Seaman
	041	Ernest Radcliffe
	042	Henry F. Seaman Ernest Radcliffe David Storm
	043	Sydney H. Croft
	044	Joseph P. Carney
	045	William C. Johnson, Jr.
	046	Patrick A. Tomter
		Oliver B. Skanse
		John P. Gorsuch
		Jack N. Bigford
		Orme S. Kellett
		J. Norrie Pearson
		Homer H. Smith
		Douglas R. Wanamaker
		Jack M. Tench
		John R. Vruwink
		Daniel R. Stewart
		William M. Burnett
		L. Wayne Bond
		John Mannt
		H. Frederick McLauchlar
		Robert L. Christie
	062	S. Jose Vicent
		Stuart M. Stuart
		Dean H. Scovell
		Phillip Peterson, Jr.
	066	Michael S. Taylor

067 Kenneth A. Anderson	105 John D. Lambant
068 David Dunning	105 John P. Lambert 106 Walter R. Knowles
069 Charles F. Schreiner	
070 Geoffrey F. Ethelston	107 Barrett K. Lindsey
071 H. Stewart Ross	108 Stephen R. Garratt
072 V. Eugene Wolfe	109 David J. Gunderson
073 Guy C. Sherman	110 Ralph R. Stewart 111 J. Reginald Butt
074 Todd H. Fast	112 Edward H. Rankin
075 Robert W. Rhodes	113 David H. Jackson
076 J. Finley Cooper	114 J. Michael Creighton
077 George M. Sheldon	115 Raymod E. Gayle
078 James H. Blundell	116 John F. Walker
079 Gordon Hurst-Barrow	117 Norman S. Johns, III
080 Allan C.Parker, Jr.	118 Dotti Harrison Enslow
081 Gerard Lawrence	119 William Sell-lee
082 Henry S. Rogers	120 Robert Biever
083 John P. Glase	121 Stanley G. Fowler
084 Melvin T. Brown	122 Peter C. Moore
085 Richard J. Looney	123 Robert L. Bethea
086 Ronslf K. Reddell	124 Thomas R. Halbrook
087 Paul M. Collins	125 Marianne Bogel
088 George S. Wilson	126 Don L.Smith
089 Henry Wappler	127 John F. Fergueson
090 Kenneth Grabinski	128 John C. Lane
091 G.W. Wilton	129 Joseph F. Mikel
092 D. Corbet Clark	130 Carla V. Berkedal
093 Marilyn Snodgrassi	131 Kimbrough Besheer
094 G. Judith McDaniel	132 Peter D. Snow
095 John W. Gibbs	133 Carol P. Ludden
096 John L.F. Slee	134 Allan C. Hall
097 West R. Davis	135 Stephen Wendfeldt
098 John A. Metzler	136 Roger Sonnesyn
099 Edward A. Sterling	137 Richard C. French
100 Mark J. Miller	138 William Clarke Berge, Jr.
101 Colin A. Campbell	139 Randal B. Gardner
102 Stephen J. Gehrig	140 Patricia Taylor
103 John A. Erskine	141 Michael G. Jarvis
104 Curtis Zimmerman	142 John B. Lockerby

143 William H. Landrem	181 Frederick E. Jessett
144 Robert W. Howell	182 Robin A. Moore
145 Kent T. McCulloch	183 John R. Bell
146 Delbert S. Westling	184 Robert Shelley
147 Robert Blessing	185 Mary S. Drew
148 Hollis R. Williams, Jr.	186 Patricia Walker
149 John D. Nemes	187 Fletcher Davis
150 Thomas Dement	188 Susan Creighton
151 William D. Boyd	189 Barclay Stanton
152 Robert Nichols	190 James Phinney
153 Jack T. Viggers	191 Robert Nix, Jr.
154 Marvin Blake	192 Whitney Jones Devine
155 Lawrence R. Ford	193 Donald Mackay, III
156 Charles W. Reeder, Jr.	194 A. Scott Miller
157 Kevin B. Allen	195 Charles Ridge, III
158 Roy D. GReen, Jr.	196 Joden D. Hawkins
159 William Waring	197 James D. Woods
160 Ralph Carskadden	198 Robert E. Southwell
161 Margaret K. Lewis	199 Albin H. Foglequist
162 Patterson Keller	200 Morris J. Hauge
163 Peter Lai	210 Robert S. Downs, Jr.
164 Paul D. Rietmann	202 Joan M. Anthony
165 S. Eston Collins, Jr.	203 Gerald B. Hanna
166 Fitzroy I. Richards	204 M. Jean Carmichael
167 Margaret Mills-Erskine	205 Elisabeth A. Seeger
168 James H. Tolbert	206 John K. Thompson
169 Frederick B. Northup	207 Douglas L. Pollock
170 Thomas Kehayes	208 Charles L. Thebeau
171 Philip E.McNairy	209 Gerald W. Porter
172 Donald P.Goodheart	210 Peter Van Zanten
173 Alan D. Reynolds	211 Diana M. Woods
174 Joseph T. Tiernan	212 Jerry Connors
175 Dorian L. McGlannan	213 David S. Alkins
176 Elise Donahower	214 Irene Martin
177 Herbert W.Ainsley	215 Marda L. Steedman Sanborn
178 Barbara Dunn Riker	216 Peter Maupin
179 Terrance Steig	217 Joann Paolozzi
180 William C. Riker, Jr.	218 Pascal V. Nelson

- 219 Kevin D. Pearson
- 220 Timothy K. Vance
- 221 Robert G. Dietel
- 222 Mark R. Earl
- 223 Stephen E. Moore
- 224 Kevin C. Smith
- 225 Robert L. Wiliams
- 226 Gerald S. Snapp
- 227 Murray L. Trelease
- 228 Frances L. Dioerick
- 229 Gretch A. Gunderson
- 230 Charles R. Kindler
- 231 George W. Mutchler
- 232 Scot R. Wright
- 233 Morrill W. Peabody
- 234 Robert Scott Dills
- 235 Mary Jane Francis
- 236 Mary L. Jellison
- 237 Susan O'Shea
- 238 Fred Elwood

1993 CLERGY WIDOWS

Mrs. Dorothy Avery PO Box 4734 Rolling Bay, WA 98061 Mrs. Lillian Holmes 20110 Blue Rund Loop NE Poulsbo, WA98370 Ms. Kay Mighell 2713 NE 106th Pl. Seattle, WA 98125

Mrs. Chris Barnes 11912 NE 151st Pl. Bothell, WA 98011

Mrs. Esther Hults 12758 7th Ave. NW Seattle, WA 98177 Mrs. Jean Ann Nye 9012-25th Ave. SW, #202-D Seattle, WA 98106-3216

Mrs. Rita Bennett PO Box 576 Edmonds, WA 98020 Mrs. Thomas E. Jessett 816 S. 216th St. Des Moines, WA 98198 Mrs. Peggy Pomeroy 1215 SW 132nd Lane, #323 Seattle, WA 98108

Mrs. Elodie Carlton 5381 Huntley Ave. Garden Grove, CA 92645 Mrs. Linda King 2336 N. Shirley Tacoma, WA 98406 Mrs. Hilda Price 1011 Bonneville Ave. Snohomish, WA 98290

Mrs. Margaret Christie 720 Seneca, #802 Seattle, WA 98101 Mrs. Page Kuhn 2405 41st Ave. E, #304 Seattle, WA 98112 Mrs. Beth Shideler 20319 Meridian Ave. N Seattle, WA 98133

Mrs. Cynthia Copeland 4114 92nd Ave. SE Mercer Island, WA 98040 Mrs. Ann Langlitz PO Box 304. Indianola, WA 9342 Mrs. Jane Stockwell 2804 Halverson Ave. Bremerton, WA 98310

Mrs. Mar Goman 5540 N. Commercial Portland, OR 97217

Mrs. Gwen Lawrence 2343 N. Nuget Rd. Lummi Island,, WA 98262 Mrs. Isabel Twitchell 2680 Alderwood, #5 Bellingham, WA 98225-1395

Mrs. Arlene Harvey 1910 E. 33rd St. Vancouver, WA 98663

Mrs. Betty Lord 4812 Macadam Ct. SE Olympia, WA 98501 Mrs. Alice Vall-Spinosa-PO Box 341 Medina, WA 98039

Mrs. Win Hevenor 464 Lampson St., Apt. #210 Victoria, BC Canada, V9A 53 Mrs.J. Irwin McKinney 6720 E. Greenlake Way N Seattle, WA 98103 Mrs. Marion Will 426 Lilly Rd NE Olympia, WA 98056

Mrs. Edie Hitchock 1808 SW 307th Federal Way, WA 98023

Mrs. Agnes McNeil 816 S. 216th St., #546G Des Moines, WA 98198 Ms. Sue Yunker 1604 SE 127th Ave. Vancouver, WA 98684



Aberdeen	St. Andrews	P	The Reverend Thomas Halbrook		С
	400 E. 1st Aberdeen, WA 9852	20		Glennis Stamon Bob Paulsen Betty McGee	
	206-533-2511			Betty Paulsen	
Allyn	St. Hugh s PO Box 156 Allyn, WA 98524	M	The Reverend Robin Moore	Don Curtis Rupert Bledsoe Margaret Chessu	PN ım
	206-698-9189			Rena Stockman	
Anacortes	Christ Church 1216 7th St. Anacortes, WA 9822	M 21	The Reverend Fitzroy Richards Priest-in-Charge	Paul Thorne Bill Tur. Linda Cooper	N ner
	206-293-5790			Peter O. Cooper	
Auburn	St. Matthew s 123 L St. NE Auburn, WA 98002	P	The Reverend Timothy Vance	Bob Desjean Pat Horn Ann Phillips	SK
	206-833-0890			Joyce Johnson	
Bainbridge Island	St. Barnabas Wyatt Ave/ head of PO Box 10207 Bainbridge Island, W		The Reverend Joseph Tiernan	Joanna Nesheim Kate Cunninghar Dawn Harris Mark Siler	PN n
	206-842-5601				
Battle Grou	nd Holy Spirit I 416 E. Main St. PO Box 1117 Battle Ground, WA 9		The Reverend Elise Donahower	William Jesse Janice Bradley Diane Kelly Newton Rumble	S
	206-687-3301				
Bellevue	Resurrection 15220 Main St. Bellevue, WA 98007		The Reverend John Lambert The Reverend Robert Williams	Dave Rehm Les Foltz VirginiaHofmeist	O
	206-746-0322			Donn Franklin	
Bellevie	St. Margaret s 4228 128th Ave SE Bellevue, WA 98006 206-746-6650		The Reverend Stephen Gehrig The Reverend Anne C. Maupin The Reverend John Nemes	Rod Jones Jean Norris Gayle Childs Steve Connelly	0

Bellingham	St. Paul s P 2117 Walnut St Bellingham, WA 98225 206-733-2890	The Reverend John Gibbs The Reverend Mark Earl	N Chris Attebery Truman Horten Mary Horton Debbie Apollonio
Blaine	Christ Church M 4th and Boblett PO Box 1067 Blaine, WA 98230	The Reverend Ron Reddell	N Richard Shoemaker Mary H. Rebman Sarah McManus Susan Shoemaker
Bremerton	St. Paul s P 700 Callahan Dr Bremerton, WA 98310 206-377-0106	The Reverend Steve Wendfeldt The Reverend Jodene Hawkins	PN Bill Tomaras Henry Morris Deirdre King Evelyn Oliver
Burien	(see Seattle, p. 12)		
Castle Rock	St. Matthews PM 412 Pioneer Ave. NE Castle Rock, WA 98611	The Reverend Richard Bayles (Supply)	S
	206-423-5600 (Longview)	
Camano Is	land (see Stanwood, p. 1	5)	
Cathlamet	St. James M 1134 Columbia Drive Cathlamet, WA 98612 206-795-8612	The Reverend Irene Martin	JoAnn Prestegard S Gerry Brennan Jacquey Ostervold Vlasta Avalon
Centralia	St. John s P 104 S. Rock Centralia, WA 98531 206-736-6991	The Reverend Roger Grist	C Bob Greenfield Bob Berry Merle Bridgham Holly Downey
Chehalis	Epiphany P 18th and Snively PO Box 277 Chehalis, WA 98532 206-748-8232	The Reverend Joann Paolozzi	C Catherine Skaggs Walt Minear Rory Miller Lynn Cole
Darrington	Transfiguration M Commercial and Riddle PO Box 55 Darrington, WA 98241 206-435-3597	The Reverend Charles Forbes (Supply)	N Edward Stack James T. Stuart Judith J. Wagner

1993 Diocesan Congregations

Des Moines	St. Columba s M PO Box 3130 Kent, WA 98032 (Worshiping at St. Philo: (1790 S. 222nd, Des Moir 206-824-1966		SK Allen Haller Pat Stewart Sue Fish Florence Egwuatu
Duvall	Grace Church DC 26701 NE Cherry Valley Duvall, WA 98019 (Worshiping at Holy Inr 206-486-5665		David Lester Art Mabbot Jean Ethelston
	Emmanuel ChurchP Main Hwy. PO Box 8 Eastsound, WA 98245	The Reverend Patterson Keller	N John F. Burns James W. Newland Scotty Emmes Marion Wiseman
Edmonds	St. Alban s P 21405 82nd Place W Edmonds, WA 98026 206-778-0371	The Reverend George Wilson The Reverend Verle Helsel The Reverend John Shiveley	SN Rock Roth Jeanette Smyth Coe Hutchison
Edmonds	st. Hilda-St. Patrick sM 15224 52nd Ave. W Edmonds, WA 98026 206-743-4655	The Reverend Paul Collins	Carol Rypkema N John Cooper Shirley Liebenow Steve Evans
Elma	St. Luke s M Division and W. Young PO Box 1294 Elma, WA 98541	The Reverend Bill Mutchler	C Seibert Larson Phyllis Mutchler Joan Martin Beckie Brown
Enumclaw	St. Catherine s M Marion and Washington PO Box 66 Enumclaw, WA 98022 206-825-1544	The Reverend Kevin Smith	SK Madelyn Phiel Jairus DeBolt Audrey Folsom Judy Hansen
Everatt	Trinity Church P 2301 Hoyt Avenue Everett, WA 98201 206-252-4129	The Reverend Hollis Williams The Reverend Rick Matters The Reverend L. Wayne Bond The Reverend Stewart Ross	N Dr. LeannTorgerson James Burkett Evelyn Beard Ann White

Federa	1 Way Good Shepherd P 345 S. 312th PO Box 3108 Federal Way, WA 98060 206-839-6100	The Reverend Randall Gardner The Reverend John Ledger 3-3108	Hugh Love Janet Connelly Kathy Metelica Wm. G. Potter	SK
Forks	PO Box 609 Port Angeles, WA 9836 (meeting in homes)	Woods PM The Reverend David Storm The Reverend Jack Viggers 2	Beverly Stanley	PN
	206-457-4862			
Freelar	d St. Augustine s P 5217 Honeymoon Bay F PO Box 11 Freeland, WA 98249	The Venerable William Burnett Rd. N	Ted Johnson William Lewis Anne Pringle Don Stafford	N
	200 021 1007			
Friday H	larbor St. David s M 760 Park St. PO Box 2714 Friday Harbor, WA 982	The Reverend Charles Hunter	Stephen Simpson Ronald Loewen Eleanor Clifton Dr. MacGinitie	N n
	206-378-5622			
Gig Har	bor St. John s P 7701 Skansie Ave Gig Harbor, WA 98335 206-858-3777	The Reverend Doug Pollock	Dale McQueen Robin Inglis Linda Bennett Mary Shepard	PC
Hoodspo	ort St. Germain s DC N 600 Lake Cushman R PO Box 222 Hoodsport, WA 98548	A A		С
Issaqua	h St. Michael and All	Angels P The Venerable J. Barrie Wi	inn	- O
	2nd and Darst PO Box 1319 Issaquah, WA 98027 206-392-3215	(Priest in Charge) The Reverend Dean Mandrell	Joyce Grant Bob Kopson Trish Rafa Clay Jackson	
Kenmor		The Reverend John Fergueson The Reverend Walter Knowles	Doug Oles Wm Sidlinger Susan Taylor	SN
	206-486-3777		Stephen Daniel	

Kent	Grace Ministry S PO Box 1329 Kent, WA 98035	SM.	The Reverend Bob Blessing		SK
	206-854-0045				
Kent	St. James I 24448 94th Ave. S Kent, WA 98031 206-852-4450	P	The Reverend Robert Nix	Tom Dawson Art Corb Shirley Boswell Ole Brandal	SK
Kirkland	St. John s I 105 State St. Kirkland, WA 98033 206-827-3077	P	The Reverend Don Mackay	Gary Tarter Shirley Henning Marilyn Adelma Page Eney	O
Lacey	St. Benedict s M 910 Bowker St. PO Box 3811 Lacey, WA 98503	Л	The Reverend Bill Riker The Reverend John Metzler The Reverend Barbara Riker	Lucy Reuter Nancy Zabel Caroline Madder Judy Provencal	С
Longview	St. Stephen s F 1428 22nd Ave. Longview, WA 98632 206-423-5600		The Reverend Phil McNairy The Reverend John Glase	Greg Lapic Diane Glase Marilyn Hoehne John Freeman	S
Lopez	Grace Church M Humphrey Head PO Box 324 Lopez, WA 98261 (206) 468-3477	1	The Reverend Murray Trelease	Gale McCallum Donald Stensrud	N
Lynnwood	Emmanuel ChurchM 17931 64th Ave W Lynnwood, WA 9803 206-362-2762		The Reverend Bob Blessing	Brian Faley Tony Moore Collin Behn	N
Maple Valle	y St. George s M 24231 Witte Rd. SE PO Box 376 Maple Valley, WA 98 206-432-5481	f 803(The Reverend Esten Collins	Granville Horn Margaret Sched Siri Dehnert Ralph Beede	SK

Marysville	St. Philip s 4312 84th St. NE Marysville, WA 98 206-659-1727	M 3270	The Reverend Michael Jarvis	Stephen Terry William Benson Marilyn Carlson Douglas McCoy	N
Medina	St. Thomas 84th Ave. NE and N PO Box 124 Medina, WA 98039 206-454-9541		The Reverend M. Fletcher Davis th St. The Reverend John Thompson The Reverend Fred McLauchlan The Reverend Kenneth Grabinski The Reverend M. Woodrow Peabod	Mary Pneuman Anne McKay	O and
Mercer Isl	and Emmanuel 4400 86th Ave. SE Mercer Island, WA 206-232-1572	P 9804	The Reverend Roy Green The Reverend Tom Kehayes 0 The Reverend David Jackson	Cheryl Marshall George Tamblyn Mary Kraft Pat Hall	0
Mill Creek	St. Francis 13716 Bothell Way S Mill Creek, WA 980 206-338-2407		The Reverend Bob Bethea	Susan Hanson Richard Decker Marie Dennison Geo. Korathu	N
Monroe	Our Saviour 329 S. Lewis St. PO Box 99 Monroe, WA 98272 206-794-4816	M	The Reverend Harry Rogers	Craven Ross Gordon Dowrey Mary Lou Daws Frank Cornett	N
Montesano	St. Mark s 124 Sylvia Montesano, WA 985	M 563	The Reverend Lorraine Dierick	Dorothy McMeek Lee Avery Velma Muller Joyce Avery	C
Mount Vernor	n St. Paul s 415 S. 18th St. Mount Vernon, WA 206-424-1822	P . 9827	The Reverend Don Smith	Alec McDougall Phyllis Anderson Betty Franklin Dennis Taylor	N
Oak Harbor	St. Stephen s 7163 70th Ave. NE PO Box 1800 Oak Harbor, WA 98 206-679-3431	P 277	The Reverend Scot Wright	Bob Taylor Shirley Greenstre Diana LaMee Mike Rodgers	N et

Olympia	St. Christopher's M 3230 79th Ave. NW Olympia, WA 98502 (Steamboat Island) 206-866-2111	The Reverend Peter Van Zanten The Reverend James Blundell (Supply)	C Linda Scharf Linda Bradford Cliff Scharf Irene Degler
Olympia	St. John s P 114 E. 20th Ave. Olympia, WA 98501 206-352-8527	The Reverend Kenneth Snyder (In The Reverend Joan Anthony	terim) C Lou MacMillan Larry Corbin Mary Jane Adair Carroll S. Dick
Orcas Islar	d (See Eastsour	nd, p. 3)	
Port Angele	es St. Andrew s P 510 Park St. PO Box 609 Port Angeles, WA 98362 206-457-4862	The Reverend David Storm The Reverend Jack Viggers	PN Sally Mowbray Lambert Balducci Betty Owen Warner Childress
Port Gamble		The Reverend Charles Thebeau	PN
Port Gambre	Main St. Mail: 20295 Little Valley Poulsbo, WA 98370 206-779-3524 (Poulsbo)		IN
Port Orchard	d St. Bede s M 6878 Bethel-Burley Rd. PO Box 845 Port Orchard, WA 98366 206-876-1182	The Reverend Joe Carney	PN Charles Billings Don Lorimor Kathleen Ebbert John Broome
Poulsbo	St. Charles P 20295 Little Valley Road Poulsbo, WA 98370 206-779-3524	The Reverend Charles Thebeau	PN Louise Dean Chuck Twietmeyer Bonnie Graham Marilyn Jackson
Port Townser	nd St. Paul s M 1020 Jefferson St. PO Box 753 Pt. Townsend, WA 98368 206-385-0770	The Reverend Jim Phinney	PN Julie Marston Bette Biffle Owen Mulkey Arlene Nesbitt
Puyallup	Christ Church P 210 5th St. SW Puyallup, WA 98371 206-848-2323	The Reverend Kevin Allen	PC Bill Woodard Margaret Johnson Suzanne Wohlford

Redmond	Holy Cross 11526 162nd Ave. NE PO Box 442 Redmond, WA 98073 206-885-5822		The Reverend Peter Snow	Wm. Gilbert Katherine Sedw Lori Stewart Debbie Hiatt	O ick
Redmond	Good Samaritan D Christa McAuliffe Sc 23823 NE 22ndSt. c/o Mail Slot 114 22845 NE 8th St. Redmond, WA 98053 206-451-3678	hoo	The Reverend Fred Jessett	Cheryl Trimble Rick Bocko Diana Larson Kathy Huckabay	0
Renton	St. Like s 99 Wells Ave S Renton, WA 98055 206-255-3323	Р	The Reverend John Schaeffer The Reverend Dean Scovell	Ann Conrad Doug Pritchard Betty Tierney Frank Maggitti	SK
Rockport	st. Martin s-St. Franc 100 Mile Post, Hwy. 2 Rockport, WA 98282		DC The Rev. Charles Forbes (Supply)	Barbara Witham Helen Peterson Emily Woodson Nancy Cook	N
Seattle	All Saints M 5150 S. Cloverdale Seattle, WA 98118 206-721-0285	M	The Reverend Bill Bertolin	William Noble-W Mary Stewart Shirley Noble-W Lenore Turrill	
Seattle	Christ Church 1305 NE 47th St. Seattle, WA 98105 206-633-1611	P	The Reverend Barrett Lindsey The Reverend Steve Garratt The Reverend John Vruwink	Ruth Ferris Don Brown Jr. Nita Pedersen Martha Bradley	SN
Seattle	Ascension F 2330 Viewmont Way Seattle, WA 98199 206-283-3967		The Reverend Charles Ridge The Reverend Kevin Pearson	Norm Maleng Mary E. Bahlkow Connie Leonard Wm. Goodenoug	
Seattle	Epiphany F 1807 38th Avenue Seattle, WA 98122 206-324-2573	2	The Reverend Donald Goodheart The Reverend Dorian McGlannan The Reverend Whitney Devine The Reverend Jack Slee The Reverend Scott Dills, Bus. Mgr	Anne Moldrew Herb Robbins	SS

Seattle	Holy Apostles M 2440 SW Roxbury St Seattle, WA 98106 206-767-5150	The Reverend Peter Lai	SS Torres Hui Martin Frisvold Linda Au Ray Jacobsen
Seattle	Micah Ministry SM 1205 E. Pike St. Seattle, WA 98122	The Reverend Carol Ludden	SS
	206-324-6145		
Seattle	St. Andrew s P 111 NE 80th St. Seattle, WA 98115 206-523-7476	The Reverend Stan Fowler The Reverend Terry Steig The Reverend Meg Lewis	SN James Davis Steve Bourne Ruby McLachlan Ray Huron
Seattle	St. Clement s P 1501 32nd Ave S Seattle, WA 98144	The Reverend Ralph Carskadden The Reverend Michael Erhard	SS John Campbell Mike Moorhead Virginia Gallano
	206-324-3072		Connie Moorhead
Sættle	St. David s M 18842 Meridian Ave. N Seattle, WA 98133 206-364-4860	The Reverend Larry Ford	SN Maureen Lyons Ralph Johnson Kathy Martin Margaret Ford
Seattle	St. Dinstan s P (The Highlands Parish) 722 N. 45th St. PO Box 33029 Seattle, WA 98133	The Reverend Thomas Dement	SN Phoebe Moore E. Ann Hutson Dawn Wnukoski Cindy Hadden
Seattle (Burien)	St. Elizabeth s P 1005 SW 152 St. Seattle, WA 98166 206-243-6844	The Reverend Anselm Broburg (Interim)	SK Jim Monroe Vera Grahn Judy Tenney Henning Johnson
Seattle	St. George s M 2212 NE 125th St. PO Box 25535 Seattle, WA 98125 206-362-2747	The Reverend Robert Christie The Reverend Patricia Taylor	SN Doug Kight Bill Kurtz Nancy Gantz James Larson

Seattle	St. John the Baptist 4210 SW Hanford Seattle, WA 98116 206-937-4545	t P	The Reverend Ralph Stewart	David Swim Darrell Ede Kitty Pelkan Robert Joscelyn	SS
Seattle	St. Luke s	P	The Reverend Jack Tench		SN
	5710 22nd Ave NW Seattle, WA 98107 206-784-3119	1	The Reverend James Wood	Jul Nickerson Ron Smith Robin Cowan Fred Blanchett	
Seattle	St. Mark s Catheo 1245 Tenth Ave E Seattle, WA 98102	iral F	The Very Reverend Fred Northup The ReverendAndrew Mullins The Reverend Linda Strohmier The Reverend John Huston	Mac Brown Kathy Thompson Randy Revelle	SS
	206-323-0300		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Larry Wilson Carl Knirk	
Seattle	St. Paul s	P	The Reverend Norman Johns (Inte	rim)	SS
	15 Roy Street Seattle, WA 98109		The Reverend Mark Miller The Reverend Mary Drew	George Gilchrist Michael Zubitis	
	206-282-0786		The Reverend William Landrem The Reverend Pat Walker	David Calhoun Linda Snider	
		D			00
Seattle	St. Peter's 1610 S. King Seattle, WA 98144	P	The Reverend Albin Fogelquist	Aiko Mizuki Fran Matsuoka Rose Yoda	SS
	206-323-5250			Pat Kojima	
Seattle	St. Stephen s	P	The Reverend Michael Creighton		SN
	4805 NE 45th St. Seattle, WA 98105		The Reverend Scott Miller The Reverend Carla Berkedal	Peggy Habegger Andy Tiura	
	206-522-7144			Jean Condon David Ells	
		C) (TI D 10 000		00
Seattle	93 Pike Street, Suite Seattle, WA 98101		The Reverend Susan O'Shea		SS
	206-343-0593				
Seattle	Trinity Church	P	The Reverend Allan Parker		SS
	609 Eighth Ave. Seattle, WA 98104		The Reverend Phil Peterson The Reverend Stephen Moore	Wm. Beale Mary Willy	
	206-624-5337			Robert Hardie	
Seaview	St. Peters	M	The Reverend Robert Downs		С
	5000 N Street Seaview, WA 98644			Ed Manning DorothyHuggins Helen Rinearson	
	206-642-3115			FlorenceFerguson	

1993 Diocesan Congregations

Sedro-Wool	ley St. James State and Puget PO Box 128 Sedro-Woolley, WA 206-855-0040	M A 982	The Reverend Jerry Conners	Patty Wade Shirley Grant Jean Swift Judy Leber-Smith	N
Sequim	St. Luke s 595 N. 5th PO Box 896 Sequim, WA 98382 206-683-4862	P	The Reverend Bill Sell-Lee	Norman Round Petie McCrudden Dinah Lillotson Norah Mantle	N
Sheltan	St. David of Wales 4th and Cedar Box 577 Shelton, WA 98584 206-426-8472	P	The Venerable Donald Maddux	Rob Wilson-Hoss Collen McFarlane C.W. Fairbanks Lynn Gott	С
Silverdale	St. Antony of Egypt 10239 Old Frontier I PO Box 2822 Silverdale, WA 9838 206-698-0555	Road	M	Dan Schremser Olivia Stalter Marion Mash Alan Lusby	N
Snohomish	St. John s 913 Second St. Snohomish, WA 982 206-568-4622	P 290	The Reverend John Bell	Doris Wentworth Clarice Cedergreer Connie Pynsky John Benchley	N 1
Snoqualmie	e St. Clare s 125 River St. PO Box 369 Snoqualmie, WA 980 206-888-4657	M 065	The Reverend Bob Southwell	Holly Miller Hank Westbrook	0
South Bend	St. John s 501 Cowlitz St. PO Box 531 South Bend, WA 985 206-533-1811	M 586	The Reverend Gretchen Gunderson The Reverend Dick Kindle	n Jim Poage Bob Beck Margaret Van Tuy! Bob Beck	C

Stanwood		M	The Reverend Guy Sherman		N
(Camano 1	(s.) Land's Hill 11/2 mi. W. of Star PO Box 145 Stanwood, WA 9829		1	Maurice Girard Norman Gergory Marjorie Butcher Peggy McDouga	t
	206-629-3969			1 000)	
Steamboat Island	(See Olympia, p. 7)				
Tacoma	All Sairts 205 96th St. E Tacoma, WA 98445 206-537-2970	M	The Reverend Bob Biever	Mary Hemenwa Florence Fear Marilee Gilligan Sheila Miller	PC y
Tacoma	Christ Church 310 N. K Street Tacoma, WA 98403 206-383-1569	P	The Reverend Curtis Zimmerman	Patty Smith Robert Dillingha Evelyn Bowen Dick Turbak	PC m
Tacoma	Holy Family of Jesu 1427 E. 40th St. PO Box 112376 Tacoma, WA 98411- 206-471-9838		M The Reverend Betsy Seeger	Kim Auk Ly Vy Sin Bovity Moeung Sieng Houy Ly	PC
Tacoma	St. Andrew s 7410 S. 12th Tacoma, WA 98465 206-564-4402	P	The Reverend West Davis The Reverend Jean Carmichael The Reverend Marda Sanborn	Jim Backus Bill Morgan Dianne Koch Chuck Darneille	PC
Tacoma	St. Joseph-St. John 1111 Old Military Ro PO Box 97298 Tacoma, WA 98497 206-584-6143		M The Reverend Dick French	Mary Johnson Edwin Guiler Harriet Conrad Candace Garcia	PC
	St. Like s 3615 N. Gove Tacoma, WA 98407 206-759-3534		The Reverend Rudolf Devik (Priest-in-Charge)	Donald Tanner Walt Corneille Geraldine Martin Tom Valentine	PC ndale

Tacoma	St. Mary s P 10630 Gravelly Lake Dr. Tacoma, WA 98499	The Reverend Kent McCulloch The Reverend Jack Gretz	Bob Boair Moore Bob Bryant Kay Glueck Walke	C er
Tacoma	206-588-6621 St. Matthew s P 6800 Eastside Drive NE Tacoma, WA 98422 206-927-9808	The Reverend Barclay Stanton	Dick Stewart Poick Elofson Leone Smith Kerah Fredrickson John Hibben	C
Tahuya	St. Nicholas M PO Box 101 Tahuya, WA 98588	The Reverend Robin Moore	Rusty Holland Jim Benson Petie Morgan Petie Morgan	N
Vancouver	All Saints M 2100 NW 99th Street Vancouver, WA 98665 206-573-8106	The Reverend V. Pascal Nelson	John Kent Betsy Hatton Ruth Stephens Jim Fitz	S
Vancouver	Good Shepherd M 805 SE Ellsworth Ave Vancouver, WA 98664 206-892-7770	The Reverend Bob Rhodes The Reverend Bob Shelley	Joe Pauletto Claudia Merritt ShannaStratton Ken Voss	S
Vancouver		The Reverend Edward Rankin The Reverend Orme Kellett	Russ Roseberry Mike Carter Tom Amies Chess Getsinger	S
Vashon	Holy Spirit P 15420 Vashon Highway PO Box 508 Vashon, WA 98070	The Reverend Morrie Hauge SW	Doug Simonsen Joanne Nicolai Mary Tuel Amy Sparks	S
Washougal	St. Anne s M 2350 B St. PO Box 62 Washougal, WA 98671 206-835-5301	The Reverend Robin Luethe	ldell Jessett David Boggs MaryAnn Boggs Carabelle Hubbard	S

Westport St. Christopher's M The Reverend Diana Wood C W. Spokane Ave. Herb Elliott PO Box 1248 Betty Gay Johnston Doris Peterson Westport, WA 98595 206-268-1838 Yelm St. Timothy's PS The Reverend John Metzler C Dr. Wm Elledge PO Box 1109 The Reverend Barbara Riker Yelm, WA 98597 Carol Veness Ms. Gill Kraus Ms. French Prescott

SECTION

1992 AUDIT AND STATISTICS ANDERSON, BEALL & RAINES
CERTIFIED PUBLIC ACCOUNTANTS
NORTHGATE DELTA BUILDING
9706 FOURTH AVENUE N. E. SUITE 305
SEATTLE, WASHINGTON 98115-2157
(206) 527-3000

INDEPENDENT ACCOUNTANT'S REPORT

Diocese of Olympia, Inc. 1551 Tenth Avenue East Seattle, Washington 98102

We have audited the balance sheet-Episcopal Church basis of the Diocese of Olympia, Inc. at December 31, 1992, and the related statements of support and revenue, expenses and changes in fund balances-Episcopal Church basis and cash flows-Episcopal Church basis for the year then ended. These financial statements are the responsibility of diocesan management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 3, the policy of the Diocese of Olympia, Inc. is to prepare its financial statements on a basis that is in accordance with principles that constitute the generally accepted principles authorized by the General Convention of the Episcopal Church. Accordingly, the accompanying financial statements are not intended to present the financial position and the results of operations in conformity with generally accepted accounting principles.

1992 Audit & Statistics

In our opinion, the financial statements referred to above present fairly, in all material respects, the balance sheet of Diocese of Olympia, Inc. at December 31, 1992, and the statements of support and revenue, expenses and cash flows for the year then ended, in accordance with principles authorized by the General Convention of the Episcopal Church.

As discussed in Note 3 to the financial statements, real estate totaling \$25,210,125.00 has been valued at fair market value by using construction replacement cost estimates plus assessed value of land. We have reviewed the procedure applied in valuation and have inspected the underlying documentation, and in the circumstances, we believe the procedures reasonable and the documentation appropriate. Because of the inherent uncertainty of valuation of church buildings, fair market value may differ significantly from the approach used, and the differences could be material.

Seattle, Washington

Anlesson Basil & Rainer

May 18, 1993

DIOCESE OF OLYMPIA, INC. BALANCE SHEET-EPISCOPAL CHURCH BASIS December 31, 1992

ASSETS

	Restricted Funds	Endowment Funds	Real Estate Funds	
Cash and Cash Equivalents Restricted Cash	306,326.00	\$ 104,610.48	\$ 356,549.69	\$ 1,678,402.32 306,326.00
Investments Notes, Loans & Real Estate	7,878,719.01	9,646,164.99	-	17,524,884.00
Contracts Receivable Real Estate-	1,097,742.96	411,532.45	19,332.03	1,528,607.44
Diocesan House, Seattle	-		7,024,523.00	7,024,523.00
Huston Center, Gold Bar St. Andrew's Conference	-	e	1,906,659.00	1,906,659.00
Center, Union	-	**	552,371.00	552,371.00
Mission Properties	-	-	16,239,522.00	16,239,522.00
Mission Sites (at cost)	-	-	621,521.43	621,521.43
St. Bernard's Chapel-Snoqual	lmie -		286,981.00	286,981.00
TOTAL ASSETS \$	10,500,030.12	\$10,162.307.92	\$ 27,007.459.15	\$ 47.669.797.19
	LIABILITIES A	ND FUND BALANC	ES	
LIABILITIES:				
Checking Overdraft \$		\$ -	\$ -	\$ 21,476.44
Accounts Payable Shareholders' Equity in	142,924.73	-	-	142,924.73
Diocesan Investment Fund	8,231,800.97	1,686,313.90	-	9,918,114.87
Liability for Trust Accounts	87,264.07	7,469.81	•	94,733.88
Loans Payable—Other	75,897.56	-	-	75,897.56
Total Liabilities	8,559,363.77	1,693,783.71	0.00	10,253,147.48
FUND BALANCES:				
Designated	1,940,666.35	5,822,980.71	-	7,763,647.06
Restricted	~	2,645,543.50	-	2,645,543.50
Real Estate			27,007,459.15	27,007,459.15
Total Fund Balances	1,940,666.35	8,468,524.21	27,007,459.15	\$ 37,416,649.71
TOTAL LIABILITIES &				
FUND BALANCES \$	10,500,030.12	\$10,162,307.92	\$ 27,007,459.15	\$ 47,669,797.19

STATEMENT OF SUPPORT AND REVENUE AND EXPENSES AND CHANGES IN FUND BALANCE—EPISCOPAL CHURCH BASIS

December 31, 1992

		Restricted Funds		Endowment Funds		Real Estate Funds	_	Total
SUPPORT AND REVENUE:								
DIF Investment Income	\$	370,857.22	\$	406,140.41	\$		\$	776,997.63
Endowment & Misc. Income		8,208.20		103,687.96		15,000.00		126,896.16
Investment Income Interest on Loans, Notes &		34,167.18				14,561.51		48,728.69
Mortgages Net Gain and Increase in		132,180.52		29,280.86		-		161,461.38
FMV of Investments	_	•	_	471,418.16	-	-	_	471,418.16
Total Support & Revenue	_	545,413.12		1,010,527.39	-	29,561.51	_	1,585,502.02
EXPENSES:	_	55,567.31	_	109,667.51	-	33,313.50	_	90,730.81
Excess of Support & Revenue								
Over Expenses	-	489,845.81	_	900,859.88	-	(3,751.99)	-	1,386,953.70
OTHER INCOME:								
Sale of Real Estate		-		~		22,563.65		22,563.65
Basis of Properties Sold	~		-		-	(1,400.00)	-	(1,400.00)
	-	0.00		0.00	-	21,163 65	-	21,163 65
Total Income		489,845.81		900,859.88		17,411.66		1,408,117.35
Fund Balances, Beg. of Yr.	2	2,539,436.43		8,226,238.16	2	5,581,942.51	3	6,347,617.10
DIF Income & Appreciation								
Attributable to Shareholders Interfund Transfers &	(348,684.89)		(357,172.36)		-		(705,857.25)
Transfers to Related Entity	(Note	3) -		(301,401.47)		2,455 40		(298,946,07)
Increase in FMV of Real Esta		-		-		,721,141.58		1,721,141.58
Eliminate Interfund Loans	(739,931.00)		•	_	739,931.00		0.00
Fund Balances,								
December 31,1992	\$ 1	,940,666.35	\$	8,468,524.21	\$27	7,007,459,15	\$3	7.416.649.71

DIOCESE OF OLYMPIA, INC. STATEMENT OF CASH FLOWS—EPISCOPAL CHURCH BASIS December 31, 1992

	Restricted Funds	_	Endowment Funds	~~	Real Estate Funds	Total
CASH FLOWS FROM OPERATIN ACTIVITIES:	G					
DIF Investment Income	\$ 370,857.22	\$	406,140.41	\$		\$ 776,997.63
Interest Received	152,434.07		31,201.86		15,520.51	199,156.44
Endowment & Misc. Income	-		103,687.96		15,000.00	118,687.96
Cash Paid to Auditor & Suppliers	s (24,096.86)		(61,667.51)		(33,313.50)	(119,077.87)
Grants to Charities	-		(48,000.00)		•	(48,000.00)
Net Cash Provided by						
Operating Activities	499,194.43		431,362.72		(2,792.99)	927,764.16
CASH FLOWS FROM INVESTING ACTIVITIES:	à					
DIF Dividends Reinvested	(82,521.90)		(18,725.11)		-	(101,247.01)
Other DIF Purchases	(1,340,457.29)		(124,123.24)		-	(1,464,580.53)
Investments Purchased	(475,133.88)		-			(475,133.88)
Investments Sold	994,002.81		190,420.98		3,504.28	1,187,928.07
Proceeds From Sale of Real Est	ate -		-		21,163.65	21,163.65
Collection of Real Estate Contract	ct -				3,692.81	3,692.81
Purchase of Mission Sites Net Cash Used in	-			-	(140,000.00)	(140,000.00)
Investing Activities	(904,110.26)		47,572.63		(111,639.26)	(968,176.89)
CASH FLOWS FROM FINANCIAL	ACTIVITIES:					
Cash from Investors and Loans	1,145,718.81		63,563.78		(6,257.22)	1,203,025,37
Loan Payments	(158,670.09)				-	(158,670.09)
Shareholder Redemptions/	,					,
Disbursements	(993,640.82)		(5,257.39)		-	(998,898.21)
Transfers (to) from Other						,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Fund Groups	75,000.00		(301,999.01)		2,455.30	(224,543.71)
Dividend Paid	(266,216.80)		(357,172.36)			(623,389.16)
Net Cash Used by				-		
Financing Activities	(197,808.90)		(600,864.98)		(3,801.92)	(802,475.80)

DIOCESE OF OLYMPIA, INC. STATEMENT OF CASH FLOWS—EPISCOPAL CHURCH BASIS (CONT.) December 31, 1992

		Restricted		Endowment		Real Estate	
		Funds		Funds		Funds	Total
	~						
Net Increase (Decrease) in Cash a	nd						
Cash Equivalents		(602,724.73)		(121,929.63)	(118,234.17)	(842,888.53)
·		,			,		
Cash and Cash Equivalents at							
Beginning of Year	\$	1,819,966.88	\$	226,540.11	\$	474,783.86	\$2,521,290.85
ŭ ŭ	-		-				
Cash and Cash Equivalents at							
End of Year	\$	1,217,242.15	\$	104,610.48	\$	356,549.69	\$1,678,402.32
	=		=				
Reconciliation o	f Exc	cess of Suppor	rt a	nd Revenue O	ver	Expenses	
				perating Activit			
			, –	,			
Excess of Support and Revenue							
Over Expenses	\$	489.845.81	\$	900,859.88	\$	(3,751.99)	\$1,386,953.70
Adjustments to Reconcile Provided	bv:	,	_		*	(0,, 0)	V . ,
Decrease (Increase) in FMV of D			_	(471,418.16)		_	(471,418.16)
Decrease (Increase) in Receivab		9,348.62		1.921.00		959.00	12,228.62
200.0000 (11.0000) 11.10001100	_		-	1,021.00			12,220.02
Net Cash From Operating Activiti	es\$	499.194.43	\$	431,362.72	\$	(2,792.99)	\$ 927,764.16
operating round	-	100.101.10	Ψ_	101,002172	-	(2,702.00)	Q 027,704.10

NOTES TO FINANCIAL STATEMENTS

December 31, 1992

NOTE 1 - GENERAL

The "Diocese of Olympia" is a diocese of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America. The Diocese includes all Episcopal churches and institutions in western Washington and is composed of two separate legal entities, the Diocese of Olympia, Inc. and the Diocese of Olympia (an unincorporated entity see Note 4).

These financial statements are for the Diocese of Olympia, Inc. and do not incorporate the related unincorporated entity. The Diocese of Olympia, Inc.'s main source of support is gifts, loan interest and endowment income.

In 1992 the diocese adopted a policy of investing excess cash in the Goldman-Sachs Prime Obligation Fund through Seattle First National Bank. This investment is a concentration of credit risk in U.S. Government securities. Invested balance at December 31, 1992 was \$2,598,953.00.

NOTE 2 - RELATIONSHIP TO OTHER DIOCESAN AUDITED FINANCIAL STATEMENTS

The Manual of Accounting Principles and Reporting Practices for Episcopal Diocese, Parishes and Missions allows for four basic types of funds: Operating, Restricted, Endowment, and Real Estate. The consolidated financial statements are prepared using these categories. The Diocese sometimes uses different terminology in its day-to-day operations. The following table is presented to enhance understandability when this financial statement is reviewed in conjunction with the individual Fund statements.

Accounting Manual	Diocesan Funds
Operating Fund (See Note 4)	Not part of the Diocese of Olympia, Inc.
Restricted Funds	Building Loan Fund Diocesan Investment Fund (Reduced by Assets held by Trust Fund)
Endowment Funds	Trust Funds
Real Estate Funds	Mission Development and Real Estate Fund

NOTES TO FINANCIAL STATEMENTS

December 31, 1992

NOTE 3 - ACCOUNTING PRINCIPLES

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principles follow generally accepted accounting principles except as explained below.

There are two acceptable methods of valuing marketable securities in the financial statements as authorized by the General Convention of the Episcopal Church. The Diocese of Olympia, Inc. has elected to use the market value.

Loans receivable and notes receivable are carried at the amount due as of December 31, 1992. Interest receivable has been accrued to December 31, 1992. The interest rate on Building Loan Funds was 9% at December 31,1992.

Real estate is to be carried at cost when available and in the absence of historical cost, recorded at fair market value. Fair market value has been determined using construction replacement cost estimates plus assessed value of land. These estimates are increased using a construction inflation cost index. New construction cost estimates are prepared on ten year cycles.

These values are used as the closest approximation of fair market value and is used except when noted otherwise. The values of Huston Center and St. Andrew's Conference Center do not include any land value. St. Bernard's Chapel occupies leased land. The value of mission property is shown as a diocesan asset until the mission becomes a parish. The value of the mission properties has not been reduced by the amount of loans to missions discussed in Note 5.

The accounting principles of the Episcopal Church require expensing of capital improvements, furniture, fixtures, and equipment, and state that no depreciation is to be recognized on real estate.

The Diocese does not attempt to value donated services.

For purposes of the statement of cash flows, the company considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTES TO FINANCIAL STATEMENTS

December 31, 1992

NOTE 4 - OPERATING FUND

The Operating Fund of the Diocese of Olympia is a separate unincorporated entity. The employees of the Operating Fund maintain the books and records of the Diocese of Olympia, Inc. at no charge. Transfers do not balance because of transfers to this related entity.

There are no employees of the Diocese of Olympia, Inc. and hence no pension expenses.

NOTE 5 - INTERFUND LOANS:

The balance sheet does not reflect the interfund loans of \$739,931.00 from the Building Loan Fund to the real estate funds on the balance sheet.

NOTE 6 - COMMITMENTS TO LOAN FUNDS:

At December 31, 1992 the Diocese of Olympia, Inc. Building Loan Fund was committed to making loans to the following congregations.

	Total Commitment	Loan Balance 12/31/92	Commitment Not Yet Drawn On
Van∞uver, All Saint's	\$ 315,000.00	\$ 264,028.38	\$ 50,971.62
Kent, St. Columba's	525,000.00	-	525,000.00
Allyn, St. Hugh's	354,000.00		354,000.00
Edmonds, St. Alban's	10.000.00	•	10,000.00
	\$ 1,204,000.00	\$ 264,028.38	\$ 939,971.62

The Mission Development Fund has committed \$150,000.00 to purchase with Holy Cross, Redmond a two acre parcel next to Holy Cross's Church. The joint purchase agreement specifies that the advance will be transferred to the Building Loan Fund after Holy Cross's existing loans are repaid.

NOTES TO FINANCIAL STATEMENTS

December 31, 1992

NOTE 7 - CONTINGENT LIABILITIES

A portion of the loans payable on the books is from the Episcopal Church Foundation. The loans are recorded on the books as payments flow through the Diocese even though the congregations to which the loans were made have primary responsibility for the repayment.

The Diocese of Olympia, Inc. has entered into an option/joint use agreement with the Corporation of the Catholic Archbishop of Seattle. The Diocese of Olympia signed the option agreement and note on June 27, 1990. The \$240,000 notes carries simple interest on \$144,000 at 8% per year. The note and interest are payable six years from the option date. If the joint use option is exercised, the note and interest are to be renegotiated. The option, including extensions, runs for ten years.

The Diocese is a party to a loan to Good Shepherd, Vancouver that is due December 31, 1999.

In 1993 the Diocese negotiated a \$500,000 line of credit with Seattle First National Bank.

BALANCE SHEETS—EPISCOPAL CHURCH BASIS

December 31, 1992 and 1991

ASSETS

	1992	1991
Cash:		
Demand deposits	\$ 4,108.48	\$ 19,459.11
Savings accounts	100,502.00	148,705.10
Total Cash	104,610.48	168,164,21
Short-term investments	-	60,296,90
Loan receivable	411.532.45	411,625.86
Securities and investments	9,646,164.99	9,124,293.50
TOTAL ASSETS	\$ 10,162,307.92	\$ 9.764,380.47

LIABILITIES AND FUND BALANCES

Fund Balances:		
Securities and investments in trust for Diocese:		
Bolling Trust BLF	256,043.00	241,015.57
Centennial Project	7,175.72	8,008.19
Christenson Bequest	146,780.76	138,166,04
Chinese Ministry Reserve	61,907.46	55,810.71
David Devik Memorial	5,343.05	5.029.46
Bishop Curtis Camp Scholarship	36,854.70	33,473.47
College Work Endowment	170,803.50	160,778.86
Girl's Friendly Society	-	1,232.67
Horn Memorial for Camp Huston	1,023,461.13	942,750.90
Clergy Emergency Fund	278,611.00	262,259.02
Development Office Endowment	106,635.46	2\$6,334.01
Episcopate Endowment Fund	2,413,754.18	2,272,088.41
Episcopate Endowment #2	1,373,479.03	1,292,868.10
Episcopal House Fund	37,816.05	10,341.85
Episcopal Search Reserve	32,446.93	15,000.00
St. Bernard's Chapel Fund: Moffett Gift	18,917.09	17,806.82
Grace L. Philips Memorial Fund	356,395.78	335,478.S3
Munroe/Noel Endowment: St. Andrew's House	151,295.55	148,161.17
Charles G. McDonald Scholarship Fund	8,392.34	7,899.79
Thanksgiving & Memorial Fund	3,992.98	3,758.63
Canon Jessett Memorial	6,871.76	6,431.35
Endowment for Missions by Diocese	108,042.32	99,655.72
Diocesan Working Cap. Trust Fund	164,865.14	155,189.04
James McConnell Scholarship Fund	8,783.38	7,918.38
Theological Education Fund	460,150.88	433,144.14
Hodges Endowment for Diocese	721,031.90	678,713.78
Total Securities and Investments for Diocese	7,959,851.09	7,589,314.61

BALANCE SHEETS—EPISCOPAL CHURCH BASIS

December 31, 1992 and 1991

LIABILITIES AND FUND BALANCES (cont.)

	1992	1991
Securities Investments in trust for		
congregations and other institutions (liabilities):		
Clayton Beish Memorial for Clark County	5,259.72	5,106.52
Pruden Fund-New Seminarians	13,984.78	13,920.97
Norton Clapp Gift - Tacoma, St. Mary & Orcas Is., Emmanuel	106,377.30	100,133.91
Florence Henry Memorial Chapel Fund	21,511.67	16,787.05
Seattle, St. Mark's-Hodges Endowment	587,682.75	553,191.03
Bainbridge Is., St. Barnabas-Hodges Endowment	112,113.70	55,875.25
St. Paul, Palm Desert-Hodges Endowment	77,207.78	72,676.38
Seaview, St. Peter-Johnson Bequest	552,087.88	519,685.26
Kent, St. James-Arney Memorial	26,043.42	24,514.91
Kent, St. James-Endowment	20,620.27	19,410.04
Annie Wright School	168,684.35	158,784.09
Total Securities for Congregations and Institutions	1,691,573.62	1,540,085.41
Cash trusts:		
Clergy Emergency Trust Fund	7,316.15	7,231.53
Episcopal Charities Appeal	20,889.33	14,588.02
Episcopal Residence Loan	411,532.45	411,625.86
Ruth & Jacques Hayes Memorial Trust	(375.94)	(1,598.93)
Episcopate #2 interest		3,283.75
Florence Henry Memorial Chapel Fund	1,675.17	(2,462.44)
Hodges Income Account	7,366.46	16,220.71
Huston Center, Horn Trust Income	33,879.95	33,243.12
Huston Discretionary Account, Horn Trust	6,272.96	3,272.77
Library Insurance Settlement	120.16	103,059.44
S.A.H. Endowment Cash Trust	320.92	1,893.63
Charles G. McDonald Scholarship Fund	354.66	679.66
Salary/Sick Leave Contractual Obligation	6,336.24	13,951.32
Snoqualmie, St. Bernard's Chapel	2.716.40	2,565.53
Seaview, St. Peter-Glenn Bequest	534.92	519.34
Theological Education Fund	11,943,38	26.907.14
Total Cash Trusts	510,883.21	634,980.45
TOTAL LIABILITIES &		
TRUST FUND BALANCES \$	10,162 307.92	\$ 9,764,380.47

STATEMENT OF SUPPORT AND REVENUE, EXPENSES AND DISBURSEMENTS, AND FUND BALANCES—EPISCOPAL CHURCH BASIS

For the Years Ended December 31, 1992 and 1991

	1992	1991	Increase (Decrease)
SUPPORT AND REVENUE:			
Dividends Earned from D.I.F. Interest Income Donations, Bequests, and Other Support Net Gain (or Loss) on Investments	\$ 406,140.41 29,449.64 167,082.96 569,350.71	\$ 416,43433 8,452.19 2,241,086.58 1,374,394.89	\$ (10,293.92) 20,997.45 (2,074,003.62) (805,044.18)
Total Support and Revenue	1,172,023.72	4,040,367.99	(2,868,344.27)
EXPENSES AND DISBURSEMENTS:			
Audit Fee Grants to Charities Capital Improvements, Repairs and Other Designated Disbursements	1,850.00 48,000.00 65,074.90	1,775.00 73,000.00 345,652.30	75.00 (25,000.00) (280,577.40)
Total Expenses and Disbursements	114,924.90	420,427.30	(305,502.40)
Excess (Deficiency) of Support and Revenue Over Expenses and Disbursements	1,057,098.82	3,619,940.69	(2,562,841.87)
Fund Balances at December 31,1991 & 1990	9,764,380.47	6,828,514.08	2,935,866.39
Funds Available	10,821,479.29	10,448,454.77	373,024.52
Return of Funds to Hodges Endowment Transfers (to) from other Funds Transfer of DIF Dividends to other Funds	(301,999.01) (357,172.36)	(413,139.54) (34,671.50) (236,263.26)	413,139.54 (267,327.51) (120,909.10)
Fund Balances at December 31, 1992 and 1991	\$10,162 307.92	\$ 9,764,380.47	\$ 397,927.45

DIOCESE OF OLYMPIA, INC. TRUST FUND

STATEMENT OF CASH FLOWS—EPISCOPAL CHURCH BASIS

For the Years Ended December 31, 1992 and 1991

	1992	1991
CASH FLOWS FROM OPERATING ACTIVITIES: DIF Investment income Interest received Donations, bequests and other support Cash paid to auditor and suppliers Grants to charities Capital Improvements, Repairs & Other Net cash provided by operating activities	\$ 406,140.41 31,370.64 167,082.96 (1,850.00) (48,000.00) (65,074.90) 489,669.11	\$ 416,43433 8,452.19 2,241,086.58 (1,775.00) (73,000.00) (345,65230) 2,245,545.80
CASH FLOWS FROM INVESTING ACTIVITIES:	,	
DIF dividends reinvested Other DIF purchases Principal paid on loan receivable	(18,725.11) (124,123.24) 93.41	(17,519.13) (2,102,947.58)
Investments purchased Investments sold Net cash used in investing activities	190,327,57 47,572.63	(413,546.86) 534.418.04 (1,999,595.53)
CASH FLOW FROM FINANCING ACTIVITIES: Transfers (to) from other Fund Groups Dividends paid Net Cash provided by financing activities	(301,999.01) (357,172.36) (659,171.37)	(34,671.50) (236,263.26) (270,934.76)
Net increase (decrease) in cash and cash equivalents	(121,929.63)	(24,984.49)
Cash and cash equivalents at beginning of year	226,540.11	251,524.60
Cash and cash equivalents at end of year	\$104.610.48	\$ 226.540.11
Reconciliation of excess of support and revenue over exto net cash provided by operating activities:	penses	
Excess of Support and Revenue Over Expenses Adjustments to reconcile provided by:	\$ 1,057,098.82	\$ 3,619,940.69
Change in interest receivable Change in fair market value of DIF	1,921.00 (569,350.71)	(1,374,394.89)
Net cash from operating activities	\$ 489,669,11	\$ 2,245,545.80

The accompanying notes are an integral part of these financial statements.

1992 Audit & Statistics

Trust Accounts: Notes

DIOCESE OF OLYMPIA, INC. TRUST ACCOUNTS NOTES TO FINANCIAL STATEMENTS

December 31, 1992 and 1991

NOTE 1- GENERAL:

The Diocese of Olympia, Inc. is comprised of all Episcopal parishes, missions and other institutions in Western Washington. It is a diocese of the Protestant Episcopal Church in the United States.

The Trust Accounts hold the endowment funds for the Diocese of Olympia and other institutions of the Diocese that the Diocese has been named trustee for. The funds are predominantly invested in the James F. Hodges Diocesan Investment Fund.

In 1991 and prior years earnings were often transferred to cash trusts from which they were expended. The main exception to this rule was the income from the Episcopate Endowment that was transferred to the Operating Fund. Starting in 1992 most of the income earned by trust assets for the Diocese are transferred to the Operating Fund where it is subject to the budgetary process.

NOTE 2 - ACCOUNTING:

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principles follow generally accepted accounting principles except as explained below.

The accounting principles of the Episcopal Church require expensing of furniture, fixtures, and equipment and state that no depreciation is to be recognized on real estate.

Transfers do not add to zero because of transfers to other fund groups.

The Diocese does not attempt to value donated services.

For purposes of the statement of cash flows, the company considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTE 3 - COMPONENT ORGANIZATION:

The Diocese of Olympia, Inc. - Trust Accounts contains designated and restricted funds (as noted) of the Diocese of Olympia, Inc., and funds that have been given to the Diocese as a trustee for congregations.

The fund groupings known as Building Loan, Mission Development and Real Estate Fund; and the James F. Hodges Diocesan Investment Fund are reported separately. The Hodges (cont.)

NOTES TO FINANCIAL STATEMENTS

December 31, 1992 and 1991

NOTE 3 - COMPONENT ORGANIZATION (CONT):

Investment Fund uses the trust checking account to pay its quarterly dividends and handle redemptions & investments, but only the amounts attributable to trusts held by the Diocese are reflected in the financial statements.

The Trust Accounts are not allocated any of the common expenses incurred and paid from the Diocese of Olympia - Operating Fund (an unincorporated related entity).

NOTE 4 - SECURITIES VALUATION:

There are two acceptable methods of valuing marketable securities in the financial statements as authorized by the General Convention of the Episcopal Church. The Diocese of Olympia, Inc.-Trust Accounts has elected to use the market value except where otherwise noted.

NOTE 5 - RELATED PARTY TRANSACTIONS:

The Diocese of Olympia, Inc. has loaned the current bishop funds to purchase a principal residence. The balance of this loan at December 31, 1992 was \$411,532.45. Interest on the loan, is paid directly to the Episcopate House Fund in the Diocesan Investment Fund.

NOTE 6 - SECURITIES AND INVESTMENTS:

Securities and investments consist of the following:

	Decen	nber 31.
	1992	1991
Diocesan Investment Fund	\$9,646,164.99	\$9,124,293.50

The Diocesan Investment Fund is a mutual type fund, open exclusively to the Diocese and its institutions. The fund has balanced growth and income as its investment objective.

BALANCE SHEETS—EPISCOPAL CHURCH BASIS

December 31, 1992 and 1991

ASSETS

2.76)
5.91)
1.86)
26.00
95.47
7.88
8.62)
3539)
73.87
6934
0.09)
64.07
5.56)
1.58
71.50
50.92
9.34

The accompanying notes are an integral part of these financial statements.

1992 Audit & Statistics

STATEMENT OF SUPPORT, REVENUE AND EXPENSES, AND CHANGES IN FUND BALANCES—EPISCOPAL CHURCH BASIS

For the Years Ended December 31, 1992 and 1991

	1992	1991
SUPPORT AND REVENUE:		
Interest on loans	\$ 132,180.52	\$ 145,576.97
Interest on cash deposits and investments	34,167.18	39,946.71
Bolling trust income (Note 6)	8,208.20	11,533.17
Total Support and Revenue	174,555.90	197,056.85
EXPENSES:		
Audit fees	1,770.00	1,665.00
Miscellaneous	154.33	
Interest expense		1,048.00
Interest forgiven	31,470.45	-
Total Expenses	33,394.98	2,713.00
Excess of Support and		
Revenue Over Expenses	141,160.92	194,343.85
Fund Balance, January 1	2,539,436.43	2,345,092.58
Transfers - to other fund groups		
Fund Balances, December 31,	2,680,597.35	2,539,436.43

STATEMENT OF CASH FLOWS—EPISCOPAL CHURCH BASIS

For the Years Ended December 31, 1992 and 1991

	1992	1991
CASH FLOWS FROM OPERATING ACTIVITIES: Interest received \$ Cash paid to auditor and suppliers Interest paid	152,434.07 (1,924.53)	\$ 193,180.73 (1,665.00) (1,048.00)
Net Cash Provided By Operating Activities	150,509.54	190,467.73
CASH FLOWS FROM INVESTMENT ACTIVITIES: Loan payments collected from diocesan institutions	571,358.36	1,023,900.16
Loans made to diocesan institutions Construction bond deposits	(740,166.24) (306,326.00)	(657,627.95)
Net Cash Provided (Used) In Investing Activities	(475,133.88)	366,272.21
CASH FLOW FROM FINANCING ACTIVITIES:		
Loans purchased by the Mission Development Fund Received from St. Columba's	75,000.00 87,264.07	-
Disbursed to Congregations	29,199.83	-
Loans received from Episcopal Church Foundation		100,000.00
Loan payments to Episcopal Church Foundation	(158,670.09)	(15,080.91)
Net Cash Provided By Financing Activities	32,793.81	84,919.09
Net Increase (Decrease) in Cash and Cash Equivalents	(291,830.53)	641,659.03
Cash and Cash Equivalents at Beginning of Year	1,149,882.62	508,223.59
Cash and Cash Equivalents at End of Year \$	858,052.09	\$ 1,149,882.62

RECONCILIATION OF EXCESS OF SUPPORT AND REVENUE OVER EXPENSES TO NET CASH PROVIDED BY OPERATING ACTIVITIES

Excess of support and revenue over expenses Adjustments to reconcile provided by:	\$ 141,160.92	\$ 194,343.85
Decrease (increase) in interest receivable	9,348.62	(3,876.12)
Net Cash from Operating Activities	\$ 150,509.54	\$ 190,467.73

LOANS RECEIVABLE

December 31, 1992 & 1991

	1992	1991	Increase (Decrease)
PARISHES AND MISSIONS:			
Bremerton-St. Paul #1	\$ -	\$ 8,423.27	\$ (8,423.27)
Bremerton - St. Paul #2		50,043.20	(50,043.20)
Burien-St. Elizabeth	•	4,411.01	(4,411.01)
Cathlamet - St. James	9,250.53	11,544.29	(2,293.76)
Federal Way-Good Shepherd #2	101,822.38	113,257.42	(11,435.04)
Kirkland-St. John		28,289.63	(28,289.63)
Kirkland - St. John	-	14,093.88	(14,093.88)
Kirkland-St. John	31,994.25	44,821.54	(12,827.29)
Lacey-St. Benedict	378,050.87	429,530.11	(51,479.24)
Marysville - St. Philip		4,592.69	(4,592.69)
Meadowdale - St. Hilda/St Pat. #1	3,188.15	7,535.16	(4,347.01)
Meadowdale-St. Hilda/St. Pat. #2		951.84	(951.84)
Monroe, Our Savior	62,000.00		62,000.00
Redmond - Holy Cross #1	220,958.36	225,881.47	(4,923.11)
Seattle - St. Paul #2	5,181.29	6,714.15	(1,532.86)
Sedro Woolley - St. James	2,102.71	5,295.56	(3,192.85)
Sequim - St. Luke	383,896.72	25,634.64	358,262.08
Sequim - St. Luke ECBF*	24,503.16	100,812.50	(76,309.34)
Tacoma - Holy Family of Jesus	20,849.01	20,849.01	0.00
Tacoma - Holy Family of Jesus		35,000.00	(35,000.00)
Tacoma-Holy Family of Jesus-ECBF*	*	40,000.00	(40,000.00)
Tahuya-St. Nicholas		2,730,79	(2,730.79)
Thomas - St. James School #2-ECBF*	33,583,97	39,463,23	(5,879.26)
Thomas - St. James School #3-ECBF*	17,810.43	19,291.92	(1,481.49)
Vancouver-All Saints	80,578.31	85,328.59	(4,750.28)
Vancouver-All Saints	264,028.38		264.028.38
Vancouver - Good Shepherd #1	-	128,304.77	(128,304.77)
Vancouver - Good Shepherd #2		92,549.54	(92,549.54)
Westport-St. Christopher	3,944.09	4,584.52	(640.43)
Total loans receivable—			
Parishes and Missions	\$ 1,643,742.61	\$1,549,934.73	\$ 93,807.88

^{*}Episcopal Church Building Fund

NOTES TO FINANCIAL STATEMENT

December 31, 1992 and 1991

NOTE 1 - GENERAL:

The Diocese of Olympia, Inc. is comprised of all Episcopal parishes, missions and other institutions in western Washington. It is a diocese of the Protestant Episcopal Church in the United States.

Building Loan Fund (BLF) was established in 1949 to make loans to churches to assist in financing new building projects and to make loans for small building repair and improvement projects. Repayment terms vary and remaining maturities range from 1 to 18 years. Borrowers from the fund have been charged interest at rates approximating available commercial rates at the time the loan is made. Effective September 1, 1991 loan rates on outstanding loans were reduced from 10% to 9% with the exception of The Episcopal Church Building Fund Loans.

Effective January 1, 1993 the Board of Directors adopted a policy of annual changes in the interest rate charged to diocesan institutions. The rate will be set at the One-Year Treasury Constant Maturities Index rounded up to the eighth of a point plus three percent. For 1993 the rate is set at 6 7/8%. In addition, a 2% cap on interest increases per year was adopted.

Because of the anticipated need for funds in the future (see Note 8), the BLF adopted, on January 21, 1993, an interest rate incentive program to encourage faster principal repayment. In exchange for each year of loan term reduction the BLF will reduce the interest rate on the loan by 4/10 of 1%. In addition, there are other limitations imposed on this voluntary program.

In 1992 The Fund adopted a policy of investing excess cash in Goldman-Sachs Prime Obligation Fund. This investment is a concentration of credit risk in U.S. Government securities. Invested balance at December 31, 1992 was \$830,818.

NOTE 2 - COMPONENT ORGANIZATION:

The Diocese of Olympia, Inc. - Building Loan Fund contains the building loans of the Diocese of Olympia, Inc.

The other fund groupings of The Diocese of Olympia, Inc. known as Trust Fund; Mission Development and Real Estate Fund, and the James F. Hodges Diocesan Investment Fund (DIF) are reported separately.

NOTES TO FINANCIAL STATEMENT

December 31, 1992 and 1991

NOTE 3 - RELATED ENTITY:

The Diocese of Olympia (an unincorporated entity) contains the operating fund and special purpose funds of the Diocese. Employees of this related entity maintain the books and records of the Building Loan Fund at no charge to the Building Loan Fund.

NOTE 4 - ACCOUNTING PRINCIPLES:

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principles follow generally accepted accounting principles except as explained below.

Loans receivable and notes receivable are carried at the amount due as of December 31, 1992 and 1991. Interest receivable has been accrued to December 31, 1992. Interest accrues on all construction loans from the time the loan is made. Interest accrued during construction may be added to the loan up to maximum authorized loan amount.

The accounting principles of the Episcopal Church require expensing of furniture, fixtures, and equipment and state that no depreciation is to be recognized on real estate.

The Diocese uses the specific writeoff method of bad debts. In 1992 the Board of Directors approved forgiveness of past due interest from St. Paul's Bremerton.

For purposes of the statement of cash flows, the diocese considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTE 5 - TEMPORARILY RESTRICTED FUNDS:

King County Building and Land Use Department (BALD) has required the posting of cash bonds in lieu of an insurance bond in conjunction with the construction of St. Columba's Church, Kent. The bonds will be released after all aspects of each has been complied.

The church is scheduled for occupancy in July 1993 so all work should be completed and the bonds released in the third quarter of 1993.

NOTES TO FINANCIAL STATEMENT

December 31, 1992 and 1991

Highline Water District Escrow	\$ 7,350.00
Parking Lot Bond	162,200.00
Landscape Bond	136,776.00

NOTE 6 - BOLLING TRUST:

The loans and interest of St. James Church, Kent were exchanged in January, 1989 for assignment of the Bolling Trust.

The Bolling Trust is held by the trust fund. It pays income to the Building Loan Fund. The Bolling Trust provides that its principal may not be invaded until November 5, 2005. The fair market value of the trust at December 31, 1992 was \$256,043.00

NOTE 7 - CONSTRUCTION OF BUILDINGS:

For missions of the Diocese, diocesan policy is that all construction payments are made by the Building Loan Fund (BLF) and then reimbursed by the congregation. For example, for the current construction program at St. Columba's - Kent, all payments are made by the Building Loan Fund which is reimbursed by redemption of DIF shares. These expenditures are not reflected in the financial statements except to the extent that amounts advanced have not been reimbursed, or cash held not expended.

NOTE 8 - COMMITMENTS TO LOAN FUNDS:

At December 31, 1992 the Diocese of Olympia, Inc. Building Loan Fund was committed to making loans to the following congregations:

	Total Commitment	Loan Balance 12/31/92	Commitment Not Yet Drawn On
Vancouver, All Saint's	\$ 315,000.00 525,000.00	\$ 264,028.38	\$ 50,971.62
Kent, St. Columba's Allyn, St. Hugh's	354,000.00	-	525,000.00 354,000.00
Edmonds, St. Alban's	10,000.00	**	10,000.00
	\$ 1,204,000.00	\$ 264,028.38	\$ 939,971.62

NOTES TO FINANCIAL STATEMENT

December 31, 1992 and 1991

NOTE 9 - CONTINGENT LIABILITIES:

The Episcopal Church Foundation Loans are recorded on the books of the Building Loan Fund because the Diocese has guaranteed the loans. The loans are the responsibility of the congregations to which they have been made. The corresponding loan receivable from the congregation is shown as an asset.

In 1992 a private party purchased the Good Shepherd, Vancouver loan for \$214,715.00. The Diocese is party to this note, which is due December 31, 1999.

BALANCE SHEET—EPISCOPAL CHURCH BASIS

December 31, 1992

ASSETS

CACIL	_	1992
CASH: Savings Short term investments Total Cash	\$	60.02 356,489.67 356,549.69
	-	030,343.03
RECEIVABLES: Advances on sites for missions Note receivable WWU Interest receivable Total Receivables	-	621,521.43 18,456.03 876.00 640,853.46
REAL ESTATE:		
Real estate Total Real Estate	_	26,010,056.00 26,010,056.00
TOTAL ASSETS	\$_	27,007,459.15
LIABILITIES AND FUND BALANCES		
LIABILITIES: Loans - Building Loan Fund Total liabilities	\$_	739,931.00 739,931.00
FUND BALANCES:		
Mission Development-Unrestricted		947,403.15
Land purchase reserve Total Mission Development Funds	-	50,000.00 997,403.15
Real estate fund balance	~	25,270,125.00
Total Fund Balances	_	26,267,528.15
TOTAL LIABILITIES AND FUND BALANCES	\$_	27,007,459.15

STATEMENT OF SUPPORT, REVENUE AND EXPENSES, AND CHANGES IN FUND BALANCES—EPISCOPAL CHURCH BASIS

For the Year Ended December 31, 1992

	Mission Development Fund	Real Estate Fund
SUPPORT AND REVENUE Interest on cash deposits and securities Grants received Sale of Hoquiam Total Support and Revenue	\$ 14,561.51 15,000.00 	\$ - - 21,163.65 21,163.65
EXPENSES: Audit fees		
Diocesan House Landscaping Real Estate Taxes Miscellaneous	600.00 32,45530 251.10 7.10	-
Total Expenses Operating income	(3,751.99)	21,163.65
OTHER INCOME: Proceeds from sale of real estate Basis of properties sold Total other income	1,400.00 (1,400.00) 0.00	0.00
Excess of Support and Revenue Over Expenses	(3,751.99)	21,163.65
Fund Balance, January 1,1992	1,022,117.51	24,559,825.00
Transfers From Miscellaneous Trusts To Mission Development Purchases of Real Estate Deduct: Missions which became parishes	2,455.40 21,163.65 (44,581.42)	(21,163.65) 44,581.42 (1,055,423.00)
Add: Increase in Fair Market Value and New Construction	-	1,721,141.58
Fund Balances, December 31,1992	\$ 997,403.15	\$25,270,125.00

The accompanying notes are an integral part of these financial statements.

1992 Audit & Statistics

STATEMENT OF CASH FLOWS—EPISCOPAL CHURCH BASIS

For the Year Ended December 31, 1992

CACH ELONG EDOM ODEDATING ACTIVITIES	-	1992
CASH FLOWS FROM OPERATING ACTIVITIES: Cash from grants and other sources Interest income Cash paid to service suppliers	\$	15,000.00 15,520.51 (33,313.50)
Net cash provided by operating activities	_	(2,792.99)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Proceeds from the sale of real estate		21,163.65
Purchase of mission sites		(65,000.00)
Purchase of Holy Apostles Tacoma Loan		(75,000.00)
Cash received on mission sites		3,504.28
Collection of real estate contract receivable	_	3,692.81
Net cash provided (used) by investing activities		(111,639.26)
CASH FLOW FROM FINANCING ACTIVITIES: Transfer from Trust Fund	_	2,455.30
All Saints Church—Seattle		(6,257.22)
Net cash provided by financing activities	-	(3,801.92)
Not ous it provided by illianoning additions	-	(0,001.02)
Net Increase in Cash and Cash Equivalents		(118,234.17)
Cash and Cash Equivalents at Beginning of Year	_	474,783.86
Cash and Cash Equivalents at End of Year	\$	356,549.69
RECONCILIATION OF EXCESS OF SUPPORT AND REVOVER EXPENSES TO NET CASH PROVIDED BY OPERATING		_
Excess of support and revenue over expenses Adjustments to reconcile provided by:	\$	(3,751.99)
(Increase) decrease in interest receivable	_	959.00
Net cash from operating activities	\$_	(2,792.99)

NOTES TO FINANCIAL STATEMENT

December 31, 1992

NOTE 1 - GENERAL:

The Diocese of Olympia, Inc. is comprised of all Episcopal parishes, missions and other institutions in Western Washington. It is a diocese of the Protestant Episcopal Church in the United States.

The Mission Development Fund (MDF) was set up to purchase properties in areas where growth would necessitate the establishment of a new mission. Loans made by the MDF are generally exempt from interest even after congregations have been organized.

The Real Estate Fund accounts for the value of land and buildings held by the Diocese. See Note 4 for an explanation of how these assets are accounted for. The value of mission property is shown as a diocesan asset until the mission becomes a parish.

In 1992 The Fund adopted a policy of investing excess cash the Goldman-Sachs Prime
Obligation Fund through Seattle First National Bank. This investment is a concentration of credit risk in U.S. Government securities. Invested balance at December 31, 1992 was \$356,490.

NOTE 2 - COMPONENT ORGANIZATION:

The Diocese of Olympia, Inc. - Mission Development and Real Estate Fund contains the mission sites and real estate of the Diocese of Olympia, Inc.

The fund groupings known as Trust Funds, Building Loan Fund, and the James F. Hodges Diocesan Investment Fund are reported separately.

NOTE 3 -RELATED ENTITY:

The Diocese of Olympia (an unincorporated entity) contains the operating fund and special purpose funds of the Diocese. Employees of this related entity maintain the books and records of the Mission Development and Real Estate Funds at no charge to this fund.

NOTES TO FINANCIAL STATEMENT

December 31, 1992

NOTE 4-ACCOUNTING PRINCIPLES:

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principles follow generally accepted accounting principles except as explained below.

Real estate is to be carried at cost when available and in the absence of historical cost, at the most current fair market value. Fair market value has been determined using construction replacement cost estimates plus the assessed value of land. These estimates are increased using a construction inflation cost index. New construction cost estimates are prepared on ten year cycles. These values are used as the closest approximation of fair market value and are used below except when noted otherwise. The values of Huston Center and St. Andrew's Conference Center do not include any land value. St. Bernard's Chapel occupies leased land.

_	12-31-92
\$	7,024,523.00
	1,906,659.00
	552,371.00
	13,791,618.00
	3,069,425.00
_	286,981.00
	26,631,577.00
	(621,521.00)
_	26,010,056.00
_	(739,931.00)
\$_	25,270,125.00
	\$

The accounting principles of the Episcopal Church require expensing of furniture, fixtures, and equipment and state that no depreciation is to be recognized on real estate.

The Diocese does not attempt to value donated services.

When a mission becomes a parish the value of its real estate and any related loans are removed from the Diocesan Real Estate Fund.

For purposes of the statement of cash flows, the company considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTES TO FINANCIAL STATEMENT

December 31, 1992

NOTE 5-LOANS:

The loans from the Building Loan Fund were charged 9 percent interest in 1992. The repayment of the loan is the responsibility of each mission and not the responsibility of the Mission Development or Real Estate Funds.

NOTE 6 - ST. COLUMBA'S OPTION:

The Diocese of Olympia, Inc. has entered into an option/joint use agreement with the Corporation of the Catholic Archbishop of Seattle. The Diocese of Olympia signed the option agreement and note on June 27, 1990. The \$240,000 note carries simple interest on \$144,000 at 8% per year. The note and interest are payable six years from the option date. If the joint use option is exercised, the note and interest are to be renegotiated. The option including extensions runs for ten years.

NOTE 7 - COMMITMENT:

The Mission Development Fund has committed \$150,000.00 to purchase with Holy Cross, Redmond a two acre parcel next to Holy Cross's Church. The joint purchase agreement specifies that the advance will be transferred to the Building Loan Fund after Holy Cross's existing loans are retired.

NOTE 8 - CONTINGENT LIABILITIES:

No liabilities that relate to the mission congregations of the Diocese are reflected. The Diocese could be held to be a responsible party until the mission becomes a parish.

STATEMENTS OF ASSETS AND LIABILITIES

December 31, 1992 and 1991

	1992	1991	Increase (Decrease)
ASSETS			
Cash:			
Principal Income cash	\$ -	\$ 0.33	\$ (0.33)
Cash for purchase in transit Total Cash	359,190.06 359,190.06	670,083.93 670,084.26	(310,893.87) (310,894.20)
Income receivable	158,293.07	127,916.83	30,376.24
Investments (at market value): Stocks	11,323,345.50	10,054,702.00	1,268,643.50
Bonds, notes and other	6,201,538.50	6,142,401.75	59,136.75
Total Investments	17,524,884.00	16,197,103.75	1,327,780.25
Total Assets	18,042,367.13	16,995,104.84	1,047,262.29
LIABILITIES			
Principal account overdraft	21,476.44	_	21,476.44
Share redemptions payable	142,924.73	38,331.00	104,593.73
Total Liabilities	164,401.17	38,331.00	126,070.17
NET ASSETS	\$ 17,877,965.96	\$ 16,956,773.84	\$ 921,192.12

STATEMENTS OF OPERATIONS

Years Ended December 31, 1992 and 1991

		1992	1991	Increase (Decrease)
Investment Income:				
From dividends and interest	\$ 776,99	7.63 \$_	771,166.73	\$ 5,830.90
Expenses:				
Printing	38	1.11	586.20	(205.09)
Agency fee	19,59	3.95	17,214.22	2,379.73
Board miscellaneous expense	50	2.27	589.67	(87.40)
Audit	1,69	5.00	1,610.00	85.00
Total Expenses	22,17	2.33	20,000.09	2,172.24
Excess investment income over exp	enses 754,82	5.30	751,166.64	3,658.66
Realized Gain and Unrealized Appreciation on Investments:				
Net investment gains realized Net unrealized appreciation	135,33	5.59	429,099.79	(293,764.20)
(depreciation) on investments	919,26	4.70	2,130,499.59	(1,211,234.89)
Net Gain (Loss) on Investments	1,054,60	0.29	2,559,599.38	(1,504,999.09)
Net Increase in Net Assets				
Resulting From Operations	\$ 1,809,42	5.59 \$	3,310,766.02	\$ (1,501,340.43)

STATEMENTS OF CHANGES IN NET ASSETS

Years Ended December 31, 1992 and 1991

	1992	1991
Net Assets, January 1	\$16,956,773.84	\$ 11,748,939.76
Increase In Net Assets Were Provided by:		
Net investment income	754,825.30	751,166.64
Net gain on investments	1,054,600.29	2,559,599.38
Shareholder purchases	1,052,131.14	3,538,745.72
Total Increase In Net Assets	2,861,556.73	6,849,511.74
Decrease In Net Assets Resulted From:		
Income distributed to shareholders	754,825.30	751,166.64
Shareholder redemptions	1,185,539.31	890,511.02
Total Decrease In Net Assets	1,940,364.61	1,641,677.66
Net Increase In Net Assets	921,192.12	5,207,834.08
Net Assets—December 31	\$ 17,877,965.96	\$ 16,956,773.84

SCHEDULE OF INVESTMENTS

December 31, 1992

		Schedule 1
	Number of Shares	Market Value
STOCKS:		
Albertson, Inc.	12,000	\$ 606,000.00
Amoco Corp.	8,400	409,500.00
Atlantic Richfield	3 000	344,250.00
BankAmerica Corporation	8,448	392,832.00
Boeing	12,000	481,500.00
Burlington Resources,Inc.	11,729	469,16000
Conagra, Inc.	15,750	521,718.75
Cyprus Minerals Company	11275	355,162.50
Enron Corp.	4,000	185,500.00
Gannett Company	4,000	203,000.00
International Business Machines	3,128	157,573.00
Microsoft	8,850	755,568.75
Nordstrom, Inc.	14,000	542,500.00
Paccar, Inc.	9,524	545,249.00
Pacific Corp.	15,000	296,250.00
Phillip Morris, Inc.	9,000	694,125.00
Quality Food Centers, Inc.	9,000	330,750.00
Safe∞ Corporation	12,580	720,205.00
San Diego Gas & Electric	6,000	144,000.00
SCE Corp	3,500	154,000.00
Union Pacific	9,400	549,900.00
U.S. West	8,000	307,000.00
Univar Corp.	20,000	232,500.00
Washington Federal Savings & Loan	19,057	514,539.00
Washington Mutual Savings Bank	25,500	857,437.50
Weyerhaeuser Co.	15,000	553,125.00
Total Stocks		\$ 11,323,345.50

Schedule 2

37,500.00

\$6,201,538.50

DIOCESE OF OLYMPIA, INC. THE JAMES F. HODGES DIOCESAN INVESTMENT FUND

SCHEDULE OF INVESTMENTS

December 31, 1992

Rate of Face Market BONDS, NOTES AND OTHER Interest Maturity Value Value Rainier Bankcorp 9.000 03-01-96 300,000 \$ 301,782.00 Safeco Corporation 10.750 09-15-95 200,000 223,698.00 U.S. Treasury Notes 8.750 01-15-93 450,000 450,841.50 **U.S.Treasury Notes** 7.125 10-15-93 100,000 102.656.00 U.S. Treasury Notes 9.000 02-15-94 300,000 316,407.00 U.S. Treasury Notes 7.625 12-31-94 100,000 105,781.00 U.S. Treasury Notes 7.750 02-15-95 500,000 530,780.00 U.S. Treasury Notes 10.375 05-15-95 500,000 561,330.00 U.S. Treasury Notes 8.500 11-15-95 100,000 108,937.00 537,110.00 7.875 06-30-96 500,000 U.S. Treasury Notes U.S. Treasury Notes 8.00 01-15-97 500,000 539.375.00 U.S. Treasury Notes 8.125 02-15-98 400,000 434,500.00 U.S. Treasury Notes 7.875 04-15-98 500,000 537,655.00 U.S. Treasury Notes 9.25 08-15-98 600,000 683,718.00 U.S. Treasury Notes 8.00 05-15-01 200,000 216,594.00 U.S. Treasury Notes 7.5 05-15-02 200,000 210,624.00 Washington Mutual Savings 10.500 03-15-99 300,000 302,250.00

The accompanying notes are an integral part of these financial statements.

Mesa Offshore Trust

Total Bonds, Notes and Other

100,000 units

SCHEDULE OF INVESTMENTS

December 31, 1991

			Schedule 1
	Number of Shares		Market Value
STOCKS:			
Albertson, Inc.	12,000	\$	471,000.00
Amoco Corp.	8,400		412,650.00
Atlantic Richfield	3,000		320,250.00
Boeing	12,000		573,000.00
Burlington Resources, Inc.	6,729		237,197.25
Conagra, Inc.	15,750		559,125.00
Enron Corp.	4,000		140,000.00
Gannett Company	4,000		182,000.00
International Business Machines	2,128		278,392.00
Microsoft	7,200		801,000.00
Nordstrom,Inc.	14,000		504,000.00
Paccar, Inc.	9,524		461,914.00
Pacific Corp.	15,000		376,875.00
Phillip Morris, Inc.	9,000		722,250.00
Quality Food Centers, Inc.	9,000		290,250.00
Safe∞ Corporation	12,580		613,275.00
San Diego Gas & Electric	3,000		135,375.00
SCE Corp	3,500		163,625.00
Security Pacific Corp.	9,600		286,800.00
Union Pacific	9,400		486,450.00
U.S. West	8,000		303,000.00
Univar Corp.	20,000		245,000.00
Washington Federal Savings & Loan	12,705		505,023.75
Washington Mutual Savings Bank	22,500		573,750.00
Weyerhaeuser Co.	15,000	_	412,500.00
Total Stocks		\$	10,054,702.00

SCHEDULE OF INVESTMENTS

December 31, 1991

Schedule 2

BONDS, NOTES AND OTHER	Rate of Interest	Maturity	Face Value	Market Value
American Telephone & Telegraph	8.750	05-15-00	\$ 700,000	\$ 710,528.00
Pacific Ist Federal	13.500	04-01-00	300,000	314,250.00
Manitoba Province	8.875	11-15-94	25,000	25,209.25
Rainier Bankcorp	9.000	03-01-96	300,000	304,872.00
Goldman Sachs Government Fund	4.694	Cash Equivalent	1,311,143	1,311,143.00
Safeco Corporation	10.750	09-15-95	200,000	227,504.00
Federal Farm CR Banks	11.500	01-20-92	100,000	100,406.00
U.S. Treasury Notes	7.875	03-31-92	100,000	100,969.00
U.S. Treasury Notes	9.750	10-15-92	300,000	312,750.00
U.S. Treasury Notes	7.250	12-31-92	300,000	308,718.00
U.S. Treasury Notes	8.750	01-15-93	450,000	469,966.50
U.S. Treasury Notes	7.125	10-15-93	100,000	104,094.00
U.S. Treasury Notes	9.000	02-15-94	300,000	324,186.00
U.S. Treasury Notes	7.625	12-31-94	100,000	106,625.00
U.S. Treasury Notes	10.375	05-15-95	500,000	573,595.00
U.S. Treasury Notes	8.500	11-15-95	100,000	109,562.00
U.S. Treasury Notes	8.125	02-15-98	400,000	436,124.00
Washington Mutual Savings	10.500	03-15-99	300,000	291,000.00
Mesa Offshore Trust		100,000 units	-	10,900.00
Total Bonds, Notes and Other				\$ 6,142,401.75

The accompanying notes are an integral part of these financial statements.

DIOCESE OF OLYMPIA, INC. THE JAMES F. HODGES DIOCESAN INVESTMENT FUND

NOTES TO FINANCIAL STATEMENTS

December 31, 1992

NOTE 1 - GENERAL:

The James F. Hodges Diocesan Investment Fund was organized in 1951 as a "mutual fund" for the endowments of the Diocese, parishes, and related institutions. The fund's current name was adopted during 1987.

The Fund balances the need for current income and growth in asset value to offset inflation by investing in a mixture of stocks and bonds. The securities are currently held in trust with Seattle First National Bank. Investment decisions are made by the Diocesan Investment Committee.

NOTE 2 - COMPONENT ORGANIZATION

The Diocese of Olympia, Inc. - James F. Hodges Diocesan Investment Fund, contains the endowment funds of the Diocese of Olympia, Inc. and its missions, parishes and institutions.

The fund groupings known as Trust Funds and the Building Loan, Mission Development and Real Estate Fund are reported separately.

The James F. Hodges Diocesan Investment Fund is not charged any of the common expenses incurred and paid from the Diocese of Olympia - Operating Fund (an unincorporated entity).

NOTE 3 - ACCOUNTING:

The financial statements are prepared on a basis that is in accordance with accounting principles and reporting practices for Episcopal dioceses. These principles call for accrual basis full disclosure financial statements. Securities are valued at market value based on closing sales prices reported on recognized securities exchanges on the last business day of the year.

The fund distributes net investment income to shareholders quarterly, but net capital gains are reinvested. Shareholders may purchase or redeem shares on a quarterly basis only.

No provision is made for income taxes as the Diocese and all related institutions are exempt from taxation

DIOCESE OF OLYMPIA, INC. THE JAMES F. HODGES DIOCESAN INVESTMENT FUND

NOTES TO FINANCIAL STATEMENTS

December 31, 1992

NOTE 5-UNREALIZED APPRECIATION:

Unrealized appreciation on securities held by Seattle First National Bank is as follows:

	1992	1991
Market Value, December 31 Cost, December 31	\$ 17,524,884.00 11,461,066.66	\$ 16,197,103.75 11,022,992.08
Net Unrealized Appreciation	\$ 6,063.817.34	\$ 5.174.111.67

NOTE 5-SHAREHOLDERS:

The fund acts as an open-end mutual fund with current year activity as follows:

Number of Shares		Per Share Value
177,567.215	\$	66.17
46,744.876		
(11,797.241)		
212,514.850		79.79
12,799.921		
(14,405.171)		
210,909.600	\$	84.77
	of Shares 177,567.215 46,744.876 (11,797.241) 212,514.850 12,799.921 (14,405.171)	of Shares 177,567.215 \$ 46,744.876 (11,797.241) 212,514.850 12,799.921 (14,405.171)

NOTE 6-DIVESTITURE OF CERTAIN STOCKS:

As decided by the Convention of the Diocese of Olympia, the James F. Hodges Diocesan Investment Fund has divested itself of all securities issued by companies that continued to do business in South Africa.

¹⁹⁹² Audit & Statistics

	Baptized Members	Baptized		Confirmed		
	Prior to	Members		Comm. In	Вар	tisms
	Dec. 31	Dec. 31	Communicants	Good Standing	Adults	Child.
Parishes						
Aberdeen, St. Andrew	255	300	276	210	2	4
Auburn, St. Matthew	187	217	185	163	1	4
Bainbridge Is., St. Barnabas	1,038	1,013	550	400	0	13
Bellevue, Resurrection	511	518	489	478	4	6
Bellevue, St. Margaret	884	872	828	450	2	11
Bellevue, St. Thomas	1,895	2,089	2,018	2,018	8	45
Bellingham, St. Paul	1,163	1,183	790	1,175	2	19
Bremerton, St. Paul	521	519	494	270	3	15
Burien St. Elizabeth	284	285	265	252	2	6
St. James, Cathlamet	0	46	38	46	2	2
Centralia, St. John*	138	138	129	92	0	0
Chehalis, Epiphany	79	90	81	65	0	2
Edmonds, St. Alban	368	417	370	300	15	3
Everett, Trinity	714	725	675	725	2	23
Federal Wy., Good Shepherd	452	489	394	100	1	15
Freeland, St. Augustine	182	185	0	113	0	2
Gig Harbor, St. John	405	452	340	315	0	3
Issaquah, St. Michael	348	312	0	170	1	10
Kenmore, Redeemer	559	581	444	226	1	8
Kent, St. James	790	843	728	463	4	21
Kirkland, St. John	839	871	625	440	1	15
Longview, St. Stephen	641	637	616	412	0	7
Mercer Is., Emmanuel	763	768	790	790	3	24
Mt. Vernon, St. Paul	264	246	46	149	1	6
Oak Harbor, St. Stephen	358	362	83	138	3	18
Olympia, St. John	917	925	510	330	3	12
Orcas Is., Emmanuel	170	171	171	71	0	3
Pt. Angeles, St. Andrew	424	431	404	275	11	6
Poulsbo, St. Charles	421	376	243	243	1	- 2
Puyallup, Christ	531	537	450	450	1	6
Redmond, Good Samaritan	0	7	169	60	0	12
Renton, St. Luke	644	651	350	306	2	22
Seattle, Ascension	816	557	428	378	0	13
Seattle, Christ	346	352	279	279	4	11
Seattle, Epiphany	984	987	1,144	600	2	12
Seattle, Holy Apostles	0		40	30	1	0

^{*} Indicates incomplete or obsolete data.

	Services of					Aver.	Pupils				
Co	nfirmati	ons	Ho	ly Commu	nion			Other	Attend.	Church	Day
Adults	Child.	Rec.	Sun.	Wkdys.	Priv.	Marriages	Burials	Serv.	4 key Sun.	School	School
12	8	0	89	38	98	2	6	31	124	42	0
1	0	0	98	65	58	0	4	38	134	46	0
0	0	0	135	132	48	10	13	20	240	120	54
7	0	1	104	158	88	8	0	0	231	79	32
8	2	0	153	182	29	13	5	11	440	186	0
12	0	0	153	169	227	29	21	214	833	237	187
0	0	0	2	3	0	14	24	6	426	125	62
1	0	0	175	189	149	5	6	79	345	111	0
2	0	0	152	56	8	3	3	19	143	28	0
0	0	0	32	0	0	1	0	0	23	14	50
1	0	0	97	61	120	4	7	14	91	42	0
0	0	0	85	24	8	3	1	0	49	8	0
0	0	0	193	62	5	12	14	9	258	29	0
3	4	1	104	166	101	7	18	43	257	83	8
7	3	1	106	71	50	4	4	32	239	76	52
0	0	0	103	58	16	5	5	47	118	5	47
5	0	1	103	66	27	8	9	10	219	52	0
0	0	0	112	15	4	0	1	40	179	63	0
0	0	0	102	111	30	1	1	1	191	71	0
28	3	4	102	71	17	16	12	22	368	178	40
12	7	3	156	69	24	10	6	34	363	95	74
0	0	0	107	113	92	4	16	167	264	83	0
12	3	1	106	123	66	6	9	23	336	46	101
5	0	1	95	43	40	1	6	16	121	32	0
0	0	0	97	53	118	1	4	0	208	62	0
2	0	0	105	127	40	7	14	77	278	90	0
4	1	0	104	56	2	5	6	3	85	14	0
1	1	0	212	250	250	7	8	227	222	58	0
0	0	0	150	39	33	17	2	8	153	47	0
0	0	0	92	51	23	2	1	15	143	35	0
6	3	1	59	57	3	1	1	1	137	62	0
0	0	0	100	115	57	19	13	0	176	30	0
0	5	0	107	124	166	3	8	292	254	70	0
6	0	0	151	113	40	5	8	0	184	51	0
0	0	0	108	114	70	21	12	202	347	98	0
0	0	0	69	3	8	0	1	5	23	4	0
0	0		03	9	0		,	9	20	4	

	Baptized Members	Baptized		Confirmed		
	Prior to Dec. 31	Members Dec. 31	Communicants	Comm. In Good Standing	Adults	isms Child.
Seattle, St. Andrew	525	508	460	302	10	1
Seattle, St. Clement	140	151	141	104	0	6
Seattle, St. Dunstan	534	510	360	237	2	14
Seattle, St. John the Baptist	523	534	416	260	0	11
Seattle, St. Luke	437	446	315	252	0	10
Seattle, St. Mark	1.503	1.547	0	0	11	31
Seattle, St. Paul	432	421	220	235	2	7
Seattle, St. Peter	354	195	87	77	1	ó
Seattle, St. Stephen	1.147	1,133	1.100	1,133	0	35
Seattle, Trinity	402	418	396	361	1	5
Sequim, St. Luke	287	314	267	0	0	3
Shelton, St. David	408	398	250	106	5	9
Snohomish, St. John	288	316	218	169	5	7
Tacoma, Christ	624	627	505	410	0	5
Tacoma, St. Andrew	352	332	219	360	1	9
Tacoma, St. Luke	697	692	603	603	2	20
Tacoma, St. Mary	544	557	504	426	1	5
Tacoma, St. Matthew	267	275	254	201	0	11
Vancouver, St. Luke	651	651	636	626	3	15
Vashon, Holy Spirit	308	320	248	201	1	11
vasion, nory opini	300	320	240	201		''
Total	29,314	29,444	22,641	19,045	128	596
Missions						
Allyn, St. Hugh	42	59	56	47	1	1
Anacortes, Christ	141	141	100	81	0	3
Battle Ground, Holy Spirit	70	109	92	44	2	5
Blaine, Christ	90	85	85	55	0	1
Camano Is., St. Aidan	126	146	136	129	0	1
Darrington, Transfiguration	38	31	25	18	0	0
Elma, St. Luke	32	34	0	26	0	3
Enumclaw, St. Catherine	76	82	47	47	0	1
Friday Harbor, St. David	151	152	52	42	0	4
Kent, St. Columba	295	205	205	163	0	7
Lacey, St. Benedict	513	555	535	401	2	14
Lopez, Grace	61	56	56	50	0	1
Lynnwood, Emmanuel	174	168	47	46	0	2
Maple Valley, St. George	85	79	75	48	0	1

^{*}Indicates incomplete or obsolete data.

				Services	of				Aver.	Pu	upils .
Co	nfirmatio	ons	He	oly Commu	nion			Other	Attend.	Church	Day
Adults	Child.	Rec.	Sun.	Wkdys.	Priv.	Marriages	Burials	Serv.	4 key Sun.	School	School
0	0	0	100	99	124	5	12	39	234	72	0
0	0	0	52	63	31	1	9	15	90	32	0
2	2	0	131	78	37	12	14	40	214	45	0
0	0	0	92	66	177	4	13	40	169	91	0
3	2	2	107	65	272	9	1	5	231	45	0
27	12	4	208	219	64	27	13	138	700	128	24
7	0	7	100	303	0	3	9	0	203	22	0
0	0	0	99	15	3	2	4	26	72	0	0
7	4	0	108	69	58	14	25	19	407	0	0
3	0	0	101	229	46	9	10	99	208	18	0
0	0	0	101	58	48	3	17	8	168	24	0
5	1	0	105	40	26	7	17	0	169	45	0
2	1	0	109	31	1	5	3	6	154	28	0
0	0	0	108	122	93	7	13	23	224	69	0
2	0	0	97	49	60	7	7	2	203	58	0
4	8	0	87	-29	10	5	8	55	192	45	97
9	4	0	107	.82	72	13	10	46	339	59	0
6	2	0	108	101	44	7	5	9	155	69	0
0	0	0	156	68	72	5	25	26	207	50	0
0	0	0	131	60	17	1	2	8	128	30	0
212	76	27	6,225	4,993	3,370	400	486	2,310	12,695	3,402	828
0	0	0	62	10	3	1	2	11	46	6	0
0	0	0	92	17	39	0	4	6	77	14	0
6	1	1	51	6	13	1	2	14	102	26	0
0	0	0	61	40	36	0	3	250	62	21	0
0	0	0	102	53	13	5	1	10	95	20	0
0	0	0	52	1	45	1	0	0	19	0	0
0	0	0	52	23	3	4	7	1	93	40	0
0	0	0	15	3	0	0	10	38	18	7	0
0	0	0	40	6	0	0	4.	16	40	10	0
0	0	0	104	10	1	2	1	13	65	16	0
3	2	1	156	88	44	4	9	6	260	60	0
0	0	0	52	11	8	1	3	2	48	7	0
0	0	0	52	4	0	0	0	0	46	19	0
0	0	0	48	41	2	0	1	1	68	10	0

	Baptized					
	Members	Baptized		Confirmed	_	
	Prior to	Members		Comm. In		tisms
	Dec. 31	Dec. 31	Communicants	Good Standing	Adults	Child.
Marysville, St. Philip*	157	157	125	81	0	0
Meadowdale, Sts. Hilda & Patric	k 156	160	144	67	0	8
Mill Creek, St. Francis	342	252	252	127	2	10
Monroe, Our Saviour	94	89	59	78	0	2
Montesano, St. Mark	34	36	21	37	0	2
Olympia, St. Christopher	73	69	0	26	1	1
Pt. Orchard, St. Bede	152	184	176	136	0	9
Pt. Townsend, St. Paul	278	271	198	158	0	6
Redmond, Holy Cross	551	581	357	449	4	21
Seattle, All Saints	176	174	81	85	0	1
Seattle, St. David	182	183	50	72	1	2
Seattle, St. George	155	160	203	107	0	8
Seaview, St. Peter	92	95	67	58	0	0
Sedro Woolley, St. James	128	131	87	87	0	3
Silverdale, St. Antony	134	148	125	89	2	0
Snoqualmie, St. Clare	53	57	43	25	0	0
South Bend, St. John	50	50	0	57	0	1
Tacoma, All Saints	150	151	120	120	0	2
Tacoma, Holy Family *	100	100	0	37	0	0
Tacoma, Sts. Joseph & John	167	174	156	135	2	2
Tahuya, St. Nicholas	36	33	29	13	0	2
Vancouver, All Saints	207	234	150	100	1	5
Vancouver, Good Shepherd	639	654	654	314	7	19
Washougal, St. Anne	74	60	55	43	0	1
Westport, St. Christopher	12	26	29	10	1	6
Total	6,086	6,131	4,692	3,708	26	155
Grand Total	35,400	35,575	27,333	154	751	267

^{*}Indicates incomplete or obsolete data.

				Services (Aver.	Pu	pils
Co	nfirmati	ons	Но	ly Commu	nion			Other	Attend.	Church	Day
Adults	Child.	Rec.	Sun.	Wkdys.	Priv.	Marriages	Burials	Serv.	4 key Sun.	School	School
6	0	0	98	45	21	2	2	4	74	15	0
1	0	1	96	20	14	4	4	11	131	65	0
0	0	0	107	50	33	7	3	43	156	65	0
3	0	0	51	21	0	1	1	6	42	17	0
0	0	0	15	11	0	0	0	0	21	15	0
0	0	0	48	4	0	3	0	0	50	0	0
11	0	4	52	56	30	7	4	10	148	36	0
0	0	0	109	57	6	4	4	6	128	20	0
4	10	0	118	70	12	3	2	18	305	220	55
0	0	0	104	57	46	0	2	365	61	7	0
3	0	1	90	46	0	1	1	1	33	3	0
4	1	1	100	25	7	0	3	16	123	38	0
0	0	0	51	52	10	1	2	22	41	11	0
1	4	0	101	29	16	5	1	4	60	29	0
6	1	3	103	.96	7	2	2	0	62	18	0
1	0	0	52	7	6	1	0	2	31	17	0
0	0	0	13	3	0	0	3	3	29	6	0
0	0	0	112	6	42	0	2	52	106	10	0
0	0	0	20	1	0	2	1	30	102	73	0
0	0	0	105	100	44	0	2	41	72	15	0
0	0	0	52	7	6	2	0	61	37	0	0
0	0	0	102	11	11	1	1	33	127	43	0
6	2	0	157	164	70	5	10	30	358	162	0
0	0	0	48	3	0	2	3	12	36	6	0
0	0	0	31	9	0	1	0	63	25	14	0
		•				·	_			• •	•
55	21	12	2,874	1,263	588	73	91	1,201	3,416	1,161	55
267	97	39	9,099	6,256	3,958	473	577	3,511	16,111	4,563	883

¹⁹⁹² Audit & Statistics

Revenues

	Pledging Units	Pledged For Next Year	Plate and Pledge	Total Operating Revenues	Total Non- Operating Revenues	Total Revenues
Parishes						
Aberdeen, St. Andrew	70	7,660	75,547	84,654	146,254	230,908
Auburn, St. Matthew	58	84,729	86,164	89,684	28,106	117,790
Bainbridge Is., St. Barnabas	170	159,000	180,150	249,397	0	149,397
Bellevue, Resurrection	0	0	219,347	220,982	9,620	230,602
Bellevue, St. Margaret	221	320,000	353,118	360,099	56,348	416,447
Bellevue, St. Thomas	590	712,101	682,282	698,889	128,555	827,444
Bellingham, St. Paul	255	242,200	291,353	298,696	37,713	336,409
Bremerton, St. Paul	125	173,000	170,483	235,615	19,681	255,296
Burien, St. Elizabeth	113	116,580	101,980	120,009	6,524	126,533
Cathlamet, St. James	0	0	6,310	8,661	887	9,548
Centralia, St. John*	48	40,372	45,512	52,400	10,707	63,107
Chehalis, Epiphany	29	31,724	27,487	72,986	3,176	76,162
Edmonds, St. Alban	134	134,000	133,610	134,571	13,950	148,521
Everett, Trinity	203	200,017	252,083	262,599	0	262,599
Federal Way, Good Shepherd	104	163,639	159,707	175,881	37,499	213,380
Freeland, St. Augustine	74	94,000	95,148	105,137	34,982	140,119
Gig Harbor	119	132,187	134,699	135,701	50,334	186,035
Issaquah, St. Michael	72	80,000	101,846	108,196	20,174	128,370
Kenmore, Redeemer	91	132,240	133,159	136,609	2,197	138,806
Kent, St. James	186	209,224	232,838	287,367	48,893	336,260
Kirkland, St. John	216	259,359	255,510	255,510	51,950	307,460
Longview, St. Stephen	175	201,300	209,330	214,084	32,376	246,460
Mercer Is., Emmanuel	225	303,960	357,089	365,144	78.846	443,990
Mt. Vernon, St. Paul	105	99,925	100,347	104,473	13,861	118,334
Oak Harbor, St. Stephen	101	157,388	167,558	171,792	24,918	196,710
Olympia, St. John	228	258,496	262,953	301,120	92,239	393,359
Orcas Is., Emmanuel	77	62,296	70,685	112,339	2,990	115,329
Pt. Angeles, St. Andrew	135	109,222	118,205	129,331	8,197	137,528
Poulsbo, St. Charles	122	115,669	131,082	132,633	11,332	143,965
Puyallup, Christ	90	87,042	106,005	119,174	7.277	126,451
Redmond, Good Samaritan	26	27,705	33,569	35,025	2,318	37,343
Renton, St. Luke	100	110,000	127.735	130,502	10,487	140,989
Seattle, Ascension	171	177,838	188,791	199,906	12,288	212,194
Seattle, Christ	118	130,854	146,160	175,140	38,596	213,736
Seattle, Epiphany	305	378,971	393,672	476,884	0	476,884

^{*}Indicates incomplete or obsolete data.

Expenditures

			Expend	Millies		Med
Operating	Total Work Within	To Diocese		Total Work Outside	Total Exp.	Net Disposable Budget
Expenses	Cong.	& Gen. Church	Outreach	Cong.	Accounts	Income
70,241	73,437	15,540	300	159,842	233,279	84,654
80,050	191,596	15,300	1,200	16,500	208,096	89,684
198,751	198,751	27,000	0	27,000	225,751	249,397
170,425	181,678	32,988	22,580	59,558	241,236	220,982
273,604	307,755	54,048	10,228	72,141	379,896	360,099
529,316	566,733	106,212	32,000	188,933	755,666	698,889
209,661	238,213	31,031	16,031	55,352	293,565	298,696
207,213	212,982	22,332	4,246	28,742	241,724	235,615
82,688	82,688	23,508	1,764	25,272	107,960	120,009
9,060	9,060	250	0	436	9,496	8,661
54,501	60,715	10,131	4,165	15,482	76,197	51,400
62,835	66,600	8,184	2,815	14,175	80,775	72,986
107,407	115,272	2 5,188	4,690	29,878	145,150	134,571
220,638	220,638	41,844	0	41,844	262,482	262,599
145,282	145,282	28,752	2,450	57,575	202,857	175,881
89,109	89,109	17,772	23,856	49,153	138,262	105,137
109,123	154,779	20,412	1,035	24,699	179,478	135,132
101,167	114,578	10,927	0	11,671	126,249	105,751
106,921	106,921	25,056	2,610	27,693	134,614	136,609
251,803	265,352	39,516	30,677	70,193	335,545	287,367
188,500	254,052	36,792	6,754	47,004	301,056	255,510
159,356	159,356	47,196	1,800	81,372	240,728	214,084
298,888	303,481	64,961	70,976	139,011	442,492	365,144
84,708	90,454	18,132	2,881	23,301	113,755	104,473
142,748	142,748	28,068	16,451	45,949	188,697	171,792
206,412	251,946	57,420	14,984	107,187	359,133	291,120
78,241	80,643	19,236	110	22,327	102,970	110,339
116,854	122,324	24,360	5,877	34,795	157,119	129,331
133,081	136,197	16,405	2,745	19,570	155,767	132,633
77,662	89,085	21,660	601	31,448	120,533	119,174
24,809	26,021	12,134	1,613	13,747	39,768	35,025
104,835	104,835	23,966	4,439	35,494	140,329	130,502
185,613	194,437	37,622	22,429	62,301	256,738	199,906
150,133	344,715	35,160	3,050	41,983	386,698	175,140
361,472	361,472	76,260	18,818	95,078	456,550	476,884

			Revenues			
		Pledged	Plate	Total	Total Non-	
	Pledging	For	and	Operating	Operating	Total
	Units	Next Year	Pledge	Revenues	Revenues	Revenues
Seattle, Holy Apostles	10	8,500	14,330	54,904	7,474	62,378
Seattle, St. Andrew	173	174,167	179,202	206,492	36,712	243,204
Seattle, St. Clement	45	53,440	55,578	76,654	1,500	78,154
Seattle, St. Dunstan	152	120,172	152,470	168,299	64,698	232,997
Seattle, St. John the Baptist	118	102,273	116,446	143,242	1,424	144,666
Seattle, St. Luke	75	150,738	337,503	341,273	46,965	388,238
Seattle, St. Mark	0	0	429,328	667,710	105,672	773,382
Seattle, St. Paul	134	176,832	210,066	243,443	17,145	260,588
Seattle, St. Peter	42	22,880	50,155	55,315	17,112	72,427
Seattle, St. Stephen	402	410,000	426,299	456,274	727,954	1,184,228
Seattle, Trinity	117	127,500	144,731	276,682	103,885	380,567
Sequim, St. Luke	113	108,005	105,611	106,805	209,129	315,934
Shelton, St. David	60	82,000	74,433	81,559	47,097	128,656
Snohomish, St. John	68	103,812	121,631	131,540	12,086	143,626
Tacoma, Christ	128	164,000	177,551	225,339	0	225,339
Tacoma, St. Andrew	94	122,283	132,474	140,029	764	140,793
Tacoma, St. Luke	138	146,131	137,991	176,129	6,376	182,505
Tacoma, St. Mary	198	300,000	297,563	307,482	24,898	332,380
Tacoma, St. Matthew	74	125,338	125,741	139,758	8,845	148,603
Vancouver, St. Luke	141	123,800	127,360	146,102	15,893	161,995
Vashon, Holy Spirit	45	58,484	74,029	76,180	23,068	99,248
Total	7,183	8,193,053	9,644,006	10,982,401	2,521,972	13,504,373

^{*}Indicates incomplete or obsolete data.

Expenditures

			•			Net
	Total Work			Total Work	Total Exp.	Disposable
Operating	Within	To Diocese		Outside	Operating	Budget
Expenses	Cong.	& Gen. Church	Outreach	Cong.	Accounts	Income
54,384	54,384	2,634	0	2,634	57,018	14,904
170,514	196,441	37,548	3,565	44,665	241,106	206,492
65,097	65,097	8,652	1,763	12,815	77,912	76,654
129,186	199,849	32,628	2,400	37,620	237,469	168,299
111,887	111,887	26,412	2,582	30,418	142,305	143,242
243,330	243,330	71,388	24,223	142,576	385,906	341,273
650,567	658,439	122,712	18,850	219,735	878,174	609,800
207,913	262,413	33,376	1,293	38,705	301,118	243,443
46,886	46,886	11,820	17,340	31,032	77,918	55,315
379,161	555,023	80,352	25,043	123,682	678,705	456,274
255,335	255,335	50,464	1,100	58,492	313,827	271,221
93,697	251,173	19,224	1,040	23,468	274,641	106,805
80,336	118,128	6,369	1,616	8,084	126,212	81,559
109,209	109,209	22,740	1,300	24,040	133,249	131,540
162,052	169,296	• 34,584	15,720	50,304	219,600	225,339
104,579	104,579	25,860	13,536	40,160	144,739	140,029
143,528	148,786	30,744	5,102	37,388	186,174	152,931
218,399	221,379	43,176	35,558	79,970	301,349	307,482
100,360	106,953	22,200	15,486	46,074	153,027	139,758
116,607	126,123	27,324	7,202	35,701	161,824	146,102
69,158	72,357	150	30	8,214	80,571	76,180
8,905,292	10,140,972	1,786,165	528,924	2,872,483	13,013,455	10,839,818

Revenues

	Pledging Units	Pledged For Next Year	Plate and Pledge	Total Operating Revenues	Total Non- Operating Revenues	Total Revenues
Missions						
Allyn, St. Hugh	33	38,386	29,855	32,649	10,471	43,120
Anacortes, Christ	45	45,140	51,300	53,077	5,527	58,604
Battle Ground, Holy Spirit	21	22,296	24,323	51,250	10,518	61,768
Blaine, Christ	42	40,850	36,645	76,015	2,115	78,130
Camano Is., St. Aidan	55	52,600	53,140	72,246	0	72,246
Darrington, Transfiguration	0	5,000	5,330	8,154	625	8,779
Elma, St. Luke	14	11,110	11,802	17,590	9,968	27,558
Enumclaw, St. Catherine	21	20,368	25,672	36,227	353	36,580
Friday Harbor, St. David	28	36,730	58,930	59,740	7,980	67,720
Kent, St. Columba	68	61,188	62,190	86,549	17,876	104,425
Lacey, St. Benedict	118	131,888	141,738	167,930	43,500	211,430
Lopez, Grace	32	34,500	41,132	46,804	100	46,904
Lynnwood, Emmanuel	0	0	43,562	61,731	0	61,731
Maple Valley, St. George	16	15,980	20,743	21,800	3,927	25,807
Marysville, St. Philip*	470	52,000	51,038	82,233	1,180	83,413
Meadowdale, Sts. Hilda/Patricl	73	64,691	62,885	87,075	2,213	89,288
Mill Creek, St. Francis	66	107,910	121,208	121,208	15,547	136,755
Monroe, Our Saviour	27	33,000	30,948	40,598	26,520	67,118
Montesano, St. Mark	13	6,430	9,496	15,715	300	16,015
Olympia, St. Christopher	14	12,050	18,094	18,292	0	18,292
Pt. Orchard, St. Bede	64	50,000	46,881	50,364	8,681	59,045
Pt. Townsend, St. Paul	74	68,297	84,527	86,477	14,247	100,724
Redmond, Holy Cross	135	263,518	155,599	164,100	55,920	220,020
Seattle, All Saints	55	31,500	32,488	37,172	4,852	42.024
Seattle, St. David	29	21,714	24,165	43.274	1,384	44,658
Seattle, St. George	64	89,000	88,158	89.397	6,254	95,651
Seaview, St. Peter	33	27,313	31,319	76,832	2,027	78,859
Sedro Woolley, St. James	35	46,731	48,348	51,985	14,696	66,681
Silverdale, St. Antony	33	45,346	72,596	76,256	5.099	81,355
Snoqualmie, St. Clare	15	206	21,925	41,871	363	42,234
South Bend, St. John	21	10.700	12,500	14,206	5.144	19,350
Tacoma, All Saints	55	48,500	59,051	73,697	389	74,086
Tacoma, Holy Family*	1	1,040	2,138	27,579	132	27,711
Tacoma, Sts. Joseph & John	56	73,494	75,630	82,707	3,191	85,898

^{*}Indicates incomplete or obsolete data.

Expenditures

						Net
Operating Expenses	Total Work Within Cong.	To Diocese & Gen. Church	Outreach	Total Work Outside Cong.	Total Exp. Operating Accounts	Disposable Budget Income
31,053	31,053	5,584	0	5,684	36,737	32,649
37,510	44,025	9,468	2,000	11,643	55,668	53,077
46,770	46,770	2,578	2,068	5,695	52,465	26,251
67,948	67,948	8,760	1,000	9,935	77,883	37,015
61,963	61,963	10,100	0	10,100	72,063	55,247
5,718	5,848	1,368	850	2,843	8,691	5,655
63,917	83,660	16,068	917	17,031	100,691	74,549
13,060	22,684	2,532	486	3,152	25,836	17,590
27,491	27,491	9,389	1,000	10,535	38,026	31,627
53,239	65,086	9,000	200	9,584	74,670	59,740
134,295	142,492	19,956	10,678	31,010	173,502	157,930
31,102	31,102	7,020	200	7,220	38,322	43,804
45,534	45,534	10,038	3,439	13,477	59,011	43,674
19,631	20,131	4,344	100	4,941	25,072	21,880
69,253	69,253	13,911	0	13,991	83,244	68,733
72,449	77,748	14,928	456	16,230	93,978	67,075
98,013	98,013	19,440	1,545	28,662	126,675	121,208
37,981	71,924	6,684	5,145	12,258	84,182	31,598
9,922	9,922	2,880	0	2,880	12,802	15,715
8,963	8,963	3,030	0	8,185	17,148	18,292
44,684	50,865	8,808	265	10,379	61,244	47,865
76,984	95,568	12,708	0	12,733	108,301	86,477
131,465	140,973	20,844	11,368	36,687	177,660	164,100
28,542	28,542	7,500	471	11,441	39,983	37,172
40,651	40,651	1,300	300	2,339	42,990	43,274
83,035	84,042	15,888	2,771	22,204	106,246	89,397
66,740	66,740	9,192	200	11,419	78,159	58,832
35,089	43,859	9,136	2,191	20,520	64,379	49,785
68,505	68,505	14,460	2,610	17,150	85,655	76,256
33,307	34,084	2,338	2,072	4,820	38,904	25,871
11,980	15,930	3,264	0	3,264	19,194	14,206
57,597	59,772	13,548	0	13,937	73,709	64,697
23,201	23,672	600	676	1,276	24,948	17,579
55,523	65,270	13,248	1,220	15,902	81,172	76,707

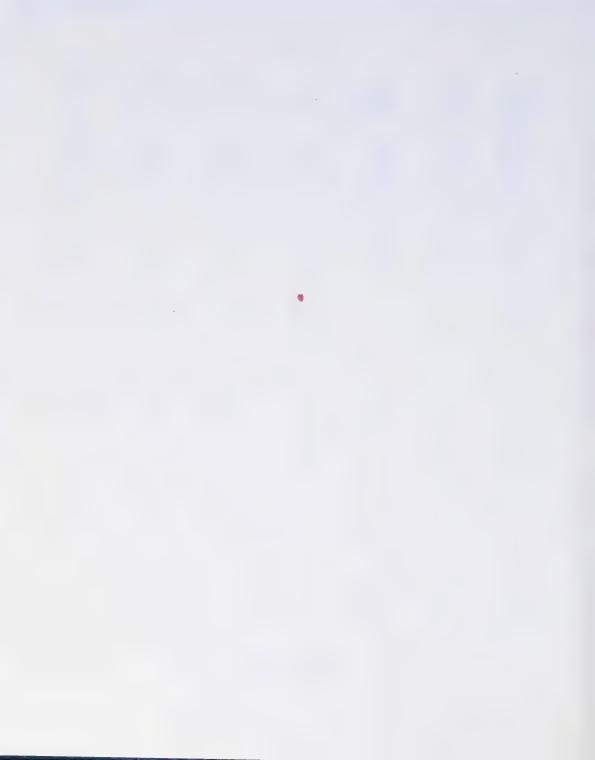
Revenues

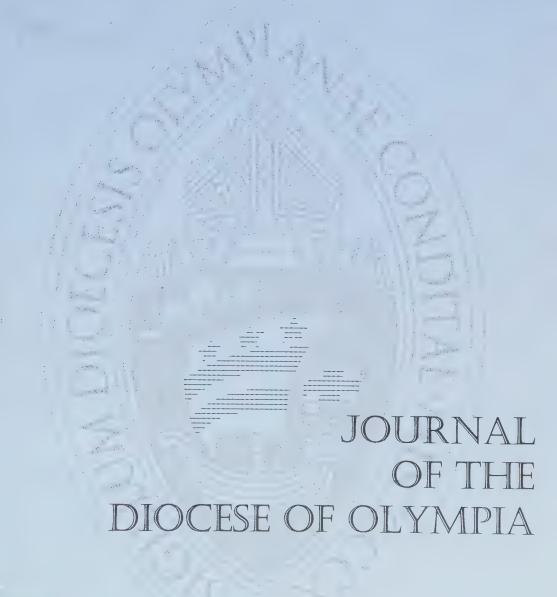
	Pledging Units	Pledged For Next Year	Plate and Pledge	Total Operating Revenues	Total Non- Operating Revenues	Total Revenues
Tahuya, St. Nicholas	16	15,470	15,143	25,075	1,606	26,681
Vancouver, All Saints	57	67,624	69,488	90,580	36,766	127,346
Vancouver, Good Shepherd	161	266,678	300,779	308,698	38,133	346,831
Washougal, St. Anne	35	0	35,196	56,259	21,061	77,320
Westport, St. Christopher	7	3,150	11,452	12,652	0	12,652
Total	2,092	1,922,398	2,987,464	2,566,144	378,665	2,944,809
Grand Total	9,275	10,115,451	11,731,470	13,548,545	2,900,637	16,449,182

^{*}Indicates incomplete or obsolete data.

Expenditures

	Total Work			Total Work	Total Exp.	Net Disposable
Operating	Within	To Diocese		Outside	Operating	Budget
Expenses	Cong.	& Gen. Church	Outreach	Cong.	Accounts	Income
20,550	23,359	5,703	0	5,703	29,062	21,540
71,083	71,083	13,620	680	14,320	85,403	70,580
213,377	240,136	37,692	30,870	106,695	346,831	308,698
42,064	51,208	9,588	900	11,373	62,581	36,791
12,256	13,456	1,032	0	1,032	14,488	12,652
2,052,445	2,249,325	377,547	86,678	548,250	2,797,575	2,285,788
10,957,737	12,390,297	2,163,712	615,602	3,420,733	15,811,030	13,125,606





BX 5518 .06 A1 1994 84TH ANNUAL CONVENTION OCTOBER 28 & 29, 1994



JOURNAL

OF THE

84TH ANNUAL CONVENTION

OF THE

DIOCESE OF OLYMPIA

OCTOBER 28 & 29, 1994 TACOMA, WASHINGTON

to stack 6 147 CG P1 149-1

JOURNAL OF PROCEEDINGS

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SECTION

1994 CONVENTION MINUTES

DIOCESE OF OLYMPIA 84TH ANNUAL CONVENTION Agenda

"Living the Reconciling Gospel by Word and Action"

FRIDAY, OCTOBER 28, 1994

7:00 - 8:30 a.m. Registration & Certification 7:30 a.m. Orientation for New Delegates

*8:30 a.m. Convention Called to Order

1. Host Parish Greetings 2. Certification of Quorum

3. Declaration of Convention Organized for Business

4. Report of the Committee on Dispatch of Business

The Rt. Rev. Vincent W. Warner

The Rev. Donald Mackay The Rev. John Schaeffer

Bishop Warner Phyllis Gill

*8:45 a.m.

Celebration of Holy Eucharist

6. Nomination and Election of Secretary of Convention

7. Appointment of Assistant Secretaries

8. Appointment of the Chancellor & Vice-Chancellor

9. Report of the Committee on Nominations

10. Report of the Committee on Privilege

11. Appointment of Convention Committees

12. Nomination & Election of the Ecclesiastical Trial Court

13. Report of the Committee on Admission of New Missions Harry Strong

14. Introduction of the Rev. Canon J. Patrick Mauney

15. Recognition of New Clergy & Staff

16. First Ballot

Celebrant: Bishop Warner

Homilist: The Rev. Robin Moore

Carol Teays

Secretary of Convention

Bishop Warner Carol Teays

The Rev. Bill Burnett

Bishop Warner Bishop Warner

Bishop Warner Bishop Warner

Break

*11:00 a.m.

- 17. The Bishop's Address
- 18. Bishop's Cross Presentation #1
- 19. Noonday Prayers

Bill Gill

Lunch

*1:15 p.m. Convention Reconvenes

- 20. Report of the First Ballot
- 21. Bishop's Cross Presentation #2
- 22. Resolutions in Response to the Bishop's Address

The Rev. Joann Paolozzi

Agenda 23. Report of the Racism Task Force Shirley Noble-Wingert 24. General Convention Report: Part 1 House of Deputies perspective Jim Church & Phyllis Gill House of Bishops perspective Bishop Warner 25. Report of the Human Sexuality Committee Carol Teays Report of the Committee on Resolutions: Part 1 The Rev. Joann Paolozzi 27. Second Ballot Break 28. General Convention Report: Part 2 Duncan Bayne 29. Office of the Bishop Report on Training Archdeacon Patrick Tomter & Regarding Abuse & Misconduct Canon Betsy Greenman 30. Governing Bodies Report Office of the Bishop Provost Porter, Archdeacon Tomter & Canon Greenman Diocesan Council Helen Rogers **Board of Directors** Carol Everson Standing Committee The Rev. John Thompson 31. Report of the Committee on Constitutions & Canons Douglas Oles 32. Bishop's Cross Presentation #3 33. Report of the Committee on Resolutions: Part 3 The Rev. Joann Paolozzi 34. Report of the Second Ballot 35. Order of Worship for the Evening The Rev. Curtis Zimmerman 5:00 p.m. **CONVENTION RECESSES** 6:00 p.m. Social Hour 7:00 p.m. Banquet and Program 9:15 p.m. Socializing SATURDAY, OCTOBER 29, 1994 *8:00 a.m. 36. Celebration of the Holy Eucharist Celebrant: The Rev. Christie Close Homilist: The Rev. Don Mackay 37. Report of the Committee on Admission of New Parishes Harry Strong 38. Capital Campaign Proposal The Rev. Steve Gehrig & Andrew Pringle 39. Report of the Committee on Resolutions: Part 4 The Rev. Joann Paolozzi 40. Third Ballot Break 41. General Convention Report: Part 3 Lyn Goetz 42. Treasurer's Report Denny Bacon 43. Report of the Committee on Resolutions: Part 5 The Rev. Joann Paolozzi

44. Bishop's Cross Presentation #4

45. Noonday Prayers

46. Fourth Ballot (if necessary)

Sam Brown

Lunch

*1:10 p.m.

47. Episcopal Retirement Homes

48. Insurance Committee Report

49. Personnel Commission Report

50. Report of the Committee on Resolutions: Part 6

51. Cathedral Chapter & Vestry Report

52. Report of the Committee on Resolutions: Part 2

53. Recognition of Retiring Governing Bodies' Members

54. Fourth Ballot Report (if taken)

55. Commissioning of Governing Bodies

56. An Order for the Blessing of Travellers

Raymond Raines Bill Meacham

The Rev. Donald Mackay The Rev. Joann Paolozzi

Mac Brown

The Rev. Joann Paolozzi

Bishop Warner

Bishop Warner

The Rev. John Schaeffer

3:00 p.m. Adjournment

Minutes of the 84th Annual Convention of the Diocese of Olympia Sheraton Conference Center, Tacoma October 28-29, 1994

Friday, October 28, 1994

8:30 am Call to Order

The Rt. Rev. Vincent W. Warner called Convention to order with prayer.

1. Greetings from Host Parish

The Rev. Donald Mackay, Rector of St. John's, Kirkland, the Host Parish, greeted the Convention on behalf of the Diocese and St. John's, Kirkland. He thanked the members of the congregation for their hard work and recommended to other clergy that they accept the invitation to be host parish if asked.

2. Certification of Quorum

The Rev. John Schaeffer, Secretary of Convention, declared he had satisfactory evidence that a canonical quorum in both orders was present and Moved for the consent of Convention to dispense with the reading of all names. The motion was seconded and **CARRIED**.

3. Declaration Convention is Organized for Business

Bishop Warner declared this 84th Convention of the Diocese of Olympia organized for business.

4. Report of the Dispatch of Business

Mrs. Phyllis Gill, Chair of the Dispatch of Business, <u>Moved</u> Dispatch of Business document 94/B/1 for acceptance; seconded and **CARRIED**. The Rules of Convention, document 94/B/2, and document 94/B/7, Information on Motions, were reviewed.

5. Celebration of the Holy Eucharist

Celebrant: The Right Reverend Vincent W. Warner

Homilist: The Rev. Robin Moore

In the name of the One Holy and Everliving God. Amen.

I am the vicar of a small mission in Allyn. Most Sundays we have close to 60 people, so looking out on this group is very different. I knew it would be, but my main concern

coming over here was preaching with a mike and were my bifocals going to work.

In addition to being the vicar of a small mission, I am also working in the Diocese with the Bishop and the Archdeacon in what I consider the work of reconciliation; in bringing things that have been cast off up to the surface again and things that have been far off, more near. I am working to develop ministry which is based upon the recognition that it is our baptismal vows that empower us and commission us for ministry, not just the ordination vow. So my talking with you today about our theme of reconcilation comes out of my own personal experience with that kind of work.

Jesus is our reconciler. Jesus lived in the tension of opposites, human and divine, heaven and earth, ordinary and mysterious, loss and abundance. Reconciliation - the bringing together of differences - is a developmental ongoing, evolving journey. It is a journey of discovery where two polarities are brought together and a third point is revealed. The writer of Ephesians describes reconciliation as a bloody process. Not the shedding of someone else's blood in order to win the battle, but offering oneself's whole body and blood to the journey. Reconciliation as achieved by Jesus of Nazareth took place in a human physical body and involved a tragic and painful death. Reconciliation is not about standing in one place with the right answer and fighting off all others. It is about being on journey and integrating a complexity of questions as well as answers.

In the seasons of the earth, we are moving from the season of bounty, of the gifts which come from the energy of the sun; but the corn husks, the falling leaves and the tree needles, witness to decay—a return to dust. The church in her spiritual literature is very conversant with the cross, with the dying of the old self and the rebirth of the new. We take the cross and it's opposite of the horizontal and the vertical very seriously at an individual level. But I wonder whether we have taken seriously the cycle of decay and rebirth as it applies to the institution of the church. It is my impression that many of us as individuals are learning to be reconciled with our own aging process, with our struggle to work through childhood traumas, with recognizing what a different world todays generation is growing up in than the world of our mothers and fathers, grandmothers and grandfathers.

I would like to suggest that for us to do as the catechism reads—to carry on Christ's work of reconciliation in the world—the church as an institution, must, like Jesus of Nazareth, be able to locate, own and embrace within our own body the opposites which are a part of the rhythm of nature. Might we with all honesty affirm that just as there are seasons in nature when the fruit has fallen from the tree, there will be seasons in the life of the church which feel less like the harvest and more like the way to Golgotha? I have been in the dark personally often, and I yearn for us as a church to be able to affirm that being in the dark about something is a necessary part of the process, necessary for the soul, necessary for our leaders, necessary for our faith. The sun time diminishes now in our clock time and perhaps it has diminished in God's kairos time because we in truth need the moon time also for the health of the soul. I am slowly learning that falling in the dark pull of the tides is as important on the way as eating the fruit of the sun.

John Donne, out of his own experience with illness wrote, "I am rebeget of absence, darkness, death, things that are not." What might happen if the church, and that means me and that means you, let go of her preconceived ideas of where we are going and allowed

John Donne's "things that are not" to unfold? What if the church, and that means me and that means you, let go of our need for clarity and success measured in bricks, bucks and bodies? I wonder whether we can really be a reconciling church if we are afraid to allow the side of life which includes that priest/poet's world of absence, darkness and death to be held as having value in our life together.

Darkness is often associated with evil. Reconciliation of differences, of polarities, of opposites appears impossible when the evil label is put upon them. I do believe in an evil force in the world, but I do not want to equate evil with darkness. Another poet, Dave Rudhyar, speaks of reconciliation as a time when "they shall wipe out the horrors of past days by facing evil as the elder brother of good." What might equip us as church to take back the dark and learn from the elder brother?

There are certainly many ways of speaking of reconciliation involved in getting through the decay of one epic and into the new life of another; which is where I think we are. The language I am using this morning is only one tongue, and I certainly haven't mastered the idiom. It is one I am learning by paying attention to the dreams which are given under the velvet blanket of sleep, and to the stories which come to others in their own struggle to reconcile the opposites.

I want to tell you a dream that I had right after I was ordained priest. As I look back, I realize it was a turning point into midlife for me. In this dream, four women and a child come to me and one of the women is in my congregation. She has three grown-up daughters, and they had brought in the grandaughter and they asked me if I will heal the grandaughter. I say, "what is wrong with her?" They roll up the sleeve of the grandaughter and I can see that there are needle marks all up the veins on her arm, and they tell me that she is a heroin addict.

I believe that dreams are a part of God's forgotten language and that each part of the dream is a part of myself, and so when I work a dream I meditate on it and see how I am like that piece in the dream. It took me a long time to get the 'ah ha' that tells me that I have really got the message of the dream. I got it when I asked myself, why heroin? Then that flash of recognition which is just viseral came and I realized that the young girl in the dream represented the part of me which was addicted to being a heroine, thus the symbol of the drug. My dream was telling me that being a hero, being an achiever, fighting for justice was now making me ill.

Personality development in the first part of a person's life as described in myth and fairy tale is the journey of the hero. The part of the journey which is the hero part is on Sun time, a time of certainty, clarity, black and white answers, romantic and idealized goals. Stories of the hero and heroines journey are the ways to socialize young people to learn the roles in society.

In order for there to be a hero, there is always a villain. In these stories the hero leaves home to have the great adventure. The hero fights the dragon, the witches, or demons and develops his or her true self. In this first half of the journey, in which the individual is developing self esteem and a sense of worth, the journey is about contacting the forces outside of one's self. Projections of undesirable attributes get put on the outside and this may be helpful in youth, because one is developing a sense of self; one needs to emphasize

the strengths and not the faults. In the stories about this stage of development the wicked do not change, there is no reconciliation. There is only the journey about getting somewhere, doing something, getting the prize, being somebody. I am wondering if one of the ways the church is like the world, rather than being counter culture, is that developmentally the church is also a heroine addict, still trying to hang on to an identity which was forged in earlier years, still projecting out there, going after the dragons out there, killing off the dark forces out there. Perhaps you, like me, know that hero part of you which really wants the external recognition for being good; the part which wants things to be organized and orderly and just. The part which wants a grand plan and wants to know that you are one of the good ones versus one of the bad ones, within this plan. I am still a recovering heroine addict, and I am very careful when I get around the sunshine and the certainty of the hero's journey.

One of the things which distinguishes the hero's journey from Jesus is the encounter with death. For the hero, death is what is wished for the enemy, whether it be for a different ethnic group, an undesirable class of persons or an idea, a political party or an opposing conviction. Death for the hero is an abstraction, a brush with death perhaps, but not something that would happen to me, or to my way of being church, or to my favorite attachments about my 'great denomination,' or my way of doing 'the way we 've always done it in the mission.' Surely the church as I know it will never, ever die—that hero kind of thinking.

In the book of stories, Once Upon a Midlife, the author Allan Chinen explained that in midlife what was achieved during the hero times is destroyed and rebuilt. Ethical judgements become more complex, ambiguous and uncertain. Midlife is about being in touch with a self that was always there except it was disguised and the polarities were split and disavowed. Midlife is a time to modify dreams to fit practical realities. In midlife the journey is not to fight evil, skewer dissent, overcome the enemy; rather it is a time to look inward. To recognize and hold the opposites in tension and to develop balance. Not a time to go running after dragons, but a time to learn to stay put, a season to gestate, to have faith when there is no clarity. Reconciliation of opposites is the work of midlife where absence, darkness and death - the unexplored areas of youth and heroisms - become the facts of life, real in a way which was only abstract for the hero or heroine.

When I developed cancer and went through a year of very heavy duty chemotherapy, I was plunged into the dark era of Moon time. I no longer had the energy to achieve the active Sun time goals which had guided my life for so long. I thought I knew about spiritual death, but actually knowing that physical death was flowing through my veins, eating at the cells of my very own body taught me about death in a new way. Ways in which I need to learn and relearn over and over. I accepted at the body level that death was inevitable. During that time spiritual consolation did not come through the five senses. My sensory body was shot with fatigue, poison, nauseau and disfigurement. That time was and often continues to be a time of spiritual unknowing. Darkness - darkness not in the sense of abandonment, darkness not in the sense of evil, but darkness in the sense of being out of my depth, into God's time, God's agenda, God's power and God's wisdom.

I am asking today, based upon my own soul journey, whether for us to be a reconciling force in the world, we as church are doing our inner work of the midlife Moon time. I think we do this work as individuals certainly, but can we as a people of faith integrate into our sense of the church not-knowing as being as significant as knowing, not-understanding as crucial as understanding, chaos as pregnant as certainty, waiting as momentous as hurrying, being as consequential as doing, wallowing in the muck as salient as being all cleaned up?

Where might you experience these polarities in your own life? How might your life be different if you could live in the tension of both/and, rather than either/or? How might your ministry be changed? How might our life together be transformed?

The shine of the hero Sun time as being of primary value is very, very strong and very, very seductive, and we certainly do need the sun. Yet I also work continuing at valuing the dark pull of the moon. We may never be a church which can speak out of wisdom to the needs of our time without that reconcilation of dark and light, knowing and not knowing, rising and falling.

Tomorrow as we set our clocks behind and fall back more deeply into the bleakness of winter, I think of the line by the poet Rainier Marie Rilke who wrote of autumn "...there is Someone whose hands infinitely calm hold up all this falling." There are significant aspects of the church as we have known her which are falling, but there is someone whose hands, infinitely calm, hold up all this falling. Amen.

6. Nomination/Election of the Secretary of Convention

Carol Teays, Chair of the Nominating Committee, placed the name of the Rev. John Schaeffer in nomination for Secretary of Convention.

Moved, seconded and Carried to close the nominations.

Motion was Moved, seconded and CARRIED; all in favor.

The Rev. John Schaeffer was elected Secretary of Convention.

7. Appointment of Assistant Secretaries

The Rev. John Schaeffer requested the approval by Convention of the appointment of Pearl M. LaRonde, permanent Assistant Secretary of Convention, and Barbara Brower, Dede Dunn, Kathy Hamilton, and Linda Wilhoit, assistant secretaries for the current Convention.

Moved, seconded and CARRIED. Appointments approved.

8. Appointment of the Chancellor and Vice-Chancellor.

Bishop Warner appointed the Honorable Donald Mullins, Esq., Chancellor of the Diocese of Olympia.

By motion <u>made</u>, seconded and **CARRIED**, the **appointment was approved**.

Bishop Warner appointed the Honorable Duncan Bayne, Esq., Vice-Chancellor of the Diocese of Olympia.

By motion <u>made</u>, seconded and CARRIED, the appointment was approved.

9. Report of the Nominating Committee

The Bishop called on the Committee Chair, Mrs. Carol Teays, to make the report. Mrs. Teays put forward the names of the following nominees: (The complete report, with biographical information is included in the Reports section of this Journal.)

Nominations for the Standing Committee: (four year term)

<u>Clergy</u>: (vote for three)

The Rev. Allan C. Parker, Trinity Church, Seattle

The Rev. Charles Ridge, Church of the Ascension, Seattle

The Rev. Patricia L. Taylor, St. George's, Seattle

The Rev. John Thompson, Church of the Holy Spirit, Vashon

The Rev. Curtis R. Zimmerman, Christ Church, Tacoma

Lay Order: (vote for one)

Ms. Ruth Adams, St. Andrew's, Seattle

Mr. John Battin, St. Paul's, Bremerton

Nominations were <u>Moved</u> and seconded. Receiving no further nominations in either order, the Bishop declared Nominations closed. Nominations **CARRIED**.

Nominations for the Diocesan Council: (four year term)

Clergy: (vote for two)

The Rev. Mary Jane Francis, St. Margaret's, Bellevue

The Rev. Stephen E. Moore, Trinity Church, Seattle

<u>Lay Order:</u> (vote for three)

Ms. Becky Clark, St. Matthew's, Auburn

Mr. George Garcia, Sts. Joseph & John, Tacoma

Mr. Jack Lyons, St. Andrew's, Port Angeles

Mr. Rory Miller, Church of the Epiphany, Chehalis

Ms. Christina Ann Polf, St. George's, Seattle

Ms. Kathryn Rickert, St. Hilda's & St. Patrick's, Edmonds

Mr. Carl Spitzer, St. Luke's, Renton

Nominations were <u>Moved</u> and seconded. Receiving no further nominations in either orde,r the Bishop declared Nominations closed. Nominations **CARRIED**.

Nominations for the Cathedral Chapter

Clergy: (vote for one)

The Rev. Paul Collins, St. Hilda's & St. Patrick's, Edmonds

Lay Order: (vote for one)

Mr. William A. Peterson, Church of the Ascension, Seattle Mr. Richard M. Proctor, St. Augustine's-in-the-Woods, Freeland

Nominations were <u>Moved</u> and seconded. Receiving no further nominations in either order, the Bishop declared Nominations closed. Nominations **CARRIED**.

Nomination of Convention Officers

The name of Denison (Denny) Bacon was <u>Moved</u>, seconded, for Treasurer of the Diocese. There being no futher names received, the Bishop declared the nominations closed. **CARRIED**.

Moved, seconded, Denny Bacon elected Treasurer of the Diocese of Olympia. **CARRIED by acclamation**.

The name of the Rev. William Bertolin was <u>Moved</u>, seconded for Historiographer of the Diocese. There being no futher names received, the Bishop declared the nominations closed. **CARRIED**.

Moved, seconded, the Rev. William Bertolin elected as Historiographer of the Diocese. **CARRIED**.

The name of Mrs. Diane Wells was <u>Moyed</u>, seconded, for Archivist of the Diocese. There being no futher names received, the Bishop declared the nominations closed. **CARRIED**

The election of Mrs. Diane Wells as Archivist. CARRIED.

10. Report of the Committee on Privilege

The Rev. William Burnett was called to present the report on the granting of Privilege of Convention (Seat and Voice).

Moved, seconded, the Committee on Privilege recommended that the following persons be given the privilege of seat and voice at the 84th Annual Convention of the Diocese of Olympia. CARRIED.

Retired Bishops now residing in the Diocese:

The Rt. Rev. Lane W. Barton, D.D., Eastern Oregon The Rt. Rev. Charles Burgreen, D.D. Armed Services

The Rt. Rev. David R. Cochran, D.D., Alaska

Officers of the Diocese who are not Delegates:

Mrs. Christine Smith-Clark, Comptroller Ms. Pearl M. LaRonde, Assistant Secretary

Diocesan Lay Staff members who are not Delegates:

Mr. & Mrs. Burt Duncan, Managers, St. Andrew's House Ms. Betsy Greenman, Canon for Ministry Development Mrs. Kathleen Hamilton, Director of Faith Development Mr. Greg Hope, Coordinator Refugee Resettlement Ministry Mrs. Jean Leed, Director of Stewardship and Development Mr. William Tubbs, Director, Huston Conference Center Mrs. Diane Walker, Director of Communications Mrs. Diane Wells, Archivist

Presenting Reports to Convention:

Mr. Mac Brown, Cathedral Chapter and St. Mark's Vestry Mrs. Carol Teays, Committee on Human Sexuality Mr. Gary Tarter, Convention Teller Mr. Jim Church, General Convention Report

Mr. William Meacham, Insurance Committee

Mrs. Shirley Noble-Wingert, Racism Task Force

Representatives of Developing Congregations & Special Ministries

Margaret and Hugh Cosner, St. Germain's, Hoodsport Central:

Northern: Barbara Witham & Emily Woodson, St. Martin's-St. Francis', Rockport

Seattle South: Pamela Coates & Antonio Martinez, Sts. Martha & Mary, Seattle

Southern: Anne and Gary Bock, Holy Spirit, Battle Ground South King: Meg and Chris Stone, Grace Ministry, Kent

Licensed Clergy:

Bishop William Choi Hubbard, H. Winfield Inlow, E. Burke Appavoo, David Barnette, David Lonergan, W. Gerald Bayles, Richard Mandrell, H. Dean

Licensed Clergy, continued:

Blackman, C. Edward Mason, Gerald Arnold-Boyd, Annette Maxwell. William Broburg, Anselm McCagg, Lauriston Campbell, Anne Minifie, Tom Clark, Duncan Mullins, Andrew Conklin, Daniel Smith, Stephen Elliott, Joseph Steever, R.G. Edward Strohmier, Linda Ferry, Daniel Van Eenwyk, John Hargis, James Wolff- Richards, Richard Harland, Francis

Helsel, Verle Young, Richard

11. Appointment of Convention Committees/Commissions.

The appointment of the Committees and Commissions was introduced by title and number, 94/A/4 (complete report can be seen in the Reports section of this Journal), with the request that Convention approve the appointments as presented and in place.

Commission on Ministry

Convention **approved** the following new members to the Commission on Ministry:

Mrs. Carol Teays, St. Augustine's-in-the-Woods, Freeland (2nd full term)

The Rev. Steve Gehrig, St. Margaret's, Bellevue (1st full term)

The Rev. Mary Gould, Church of the Good Samaritan, Redmond (1st full term)

Mrs. Terry Gudger, St. Stephen's, Seattle (1st full term)

Board of Directors

Convention **approved** the following new members to the Board of Directors:

Mr. Stanley Buratto, Church of the Good Shepherd, Vancouver

Mr. Thurston Roach, Church of the Epiphany, Seattle

The Rev. William Burnett, St. Augustine's-in-the-Woods, Freeland

12. Nomination of the Ecclesiastical Court

Convention approved the following members for the Ecclesiastical Court:

The Honorable George Revelle
The Honorable Eugene Wright
Mrs. Catherine Roach, Esq.
The Rev. Stanley Fowler
The Rev. Robin Moore
The Rev. John Fergueson

13. Report of the Committee on Admission of New Parishes & Missions Harry Strong, Chair. (Complete report can be found in the Reports section of this Journal.)

St. Matthew's Episcopal Church, Castle Rock sought consent to organize as a Mission congregation of the Diocese in accordance with Canon 11, Section 1 of our diocesan Constitution and Canons. They have met the requirements of the Canons. The Bishop has consented to their petition and has appointed the Reverend Richard Bayles as his pastoral representative and Priest-in-Charge; Dorothy Riffe as Bishop's Warden; Kerry King, Associate Warden; Bonnie McBride, Treasurer; and Mae Maddux, Church Secretary. The following motion was introduced for action:

<u>Moved</u> that St. Matthew's Episcopal Church of Castle Rock be admitted into union with Convention as an organized mission congregation.

Motion seconded. Convention accepted St. Matthew's with a show of green cards and spontaneous applause.

The Bishop called on the delegation to come forward to be welcomed by Convention. The Rev. Richard Bayles introduced his wife Sharon Bayles as a visitor, and Linda Sandman as the Convention delegate. Mr. Bayles remarked that being admitted as a diocesan congregation was a little bit like being a new child, but in this case it was a foster child because the primary family allegiance had shifted from being a parochial mission of St. Stephen's, Longview, to a primary family affiliation with the Diocese. However, this foster child is 40 years old, since the congregation has been in existence since the mid 50's, and now they are planted as a new seedling. Mr. Bayles acknowledged with thanks the importance of the ministry of the Rev. John Glase, from St. Stephen's to the life of St. Matthew's.

14. Introduction of the Rev. Canon J. Patrick Mauney

Bishop Warner introduced the Rev. Canon J. Patrick Mauney as the liaison from the Episcopal Church Center to the Diocese of Olympia and the Diocese of Spokane. He expressed interest in meeting with clergy and lay delegates regarding the larger churches mission and how we can work and relate to the Church Center.

Canon Mauney stated that he was delighted to bring greetings from our Presiding Bishop, Bishop Browning, and from his own colleagues on the

Presiding Bishop's staff. Canon Mauney explained that with Bishop Warner's consent, he was appointed to this Diocese as our linkage person. The work of a linkage person is to help to make sure that every diocese in the church has at least one familiar face and name on the national staff, to help keep contact between the national church and each diocese.

Canon Mauney, on behalf of Bishop Browning and the national Executive Council, thanked Bishop Warner and the Diocese-at-large for the steadfast and loyal support of the national mission programs. He shared that on a recent trip with the Presiding Bishop to the church in Uganda, everywhere they went, they heard expressions of gratitude for the support that this church (in the United States) does to aid the work in Uganda. This is made possible through the support of the work of the national church programs, the national program budget from our church, as well as through the Presiding Bishop's Fund and the United Thank Offering, through persons in mission, and also in companion dioceses.

15. Recognition of New Clergy & Staff

The Bishop recognized each person by name. This was followed by a warm welcome from the Convention.

Canonical Clergy since Convention 1993

Thomas Bigelow, St. Luke's, Renton Diane Brelsford, not assigned Michael Carr, St. Andrew's, Pt Angeles Robert C. Carver, St. Luke's, Tacoma Rudolf Devik, retired Robert F. Hayman, retired Richard Scott, St. Antony of Egypt, Silverdale

Retired Clergy Since Convention 1993

J. William Bertolin, All Saints', Seattle John A. Huston, National Church staff John Schaeffer, St. Luke's, Renton Gerald Snapp, St. Germain's, Hoodsport

Clergy Transfers to other Diocese

Joan Anthony, to Arizona Roy Green, to Rhode Island Elizabeth Seeger, to Northern California

Licensed Clergy since Convention 1993

Stephen Smith, Good Shepherd, Vancouver Daniel Conklin, Pastor, German UCC, Seattle Frances Harland, Chaplain, McNeil Island Tom Minifie, St. John's, Kirkland William (Bill) Harper, Grace, Bainbridge

Ordained Deacons since Convention 1993

Mary Gould, Good Samaritan, Redmond A. Jeanne Ensor, Resurrection, Bellevue Evelyn Bowen, Christ Church, Tacoma

Ordained Transitional Deacons since Convention 1993

Mary McCaw, residing in Massachusetts Craig West, St. Germain's, Hoodsport

Ordained Priests since Convention 1993

Christy Close, Good Shepherd, Vancouver Ann Lukens, St. Thomas, Medina Jennifer Cleveland, licensed Diocese of Spokane

Deacons Aspiring to the Priesthood

Patricia Walker, attending CDSP

Candidates

Melodie Kimball Judith Mullins Robert Vujovich
Paul Kolbet Mary Shehane

Postulants

Stephen Best Lois Hart William Parker

Dennis Cole Anna Korathu Elizabeth Rene

Bruce DeGooyer Christopher Martin Douglas Simonsen
Kathryn Deierling Constance Moorehead Roy Tripp

Steven Gaub

New Staff

Eston Collins, Interim Dean, School of Theology Dede Dunn, Assistant to Director of Stewardship & Development Robin Moore, Total Ministry Companion Maggi Ho, Accounts Payable Clerk Diane Wells, Archivist

16. First Ballot (postponed)

17. The Bishop's Address

Prior to his Address, Bishop Warner remarked that when he asked one of the members of Convention, a deeply spiritual man, what he would like to hear the Bishop say in his Address, the reply he received was, "Put your hand in the hand of Jesus and go for it."

The Bishop's Address

Dear God, we are in a time of great transformation, of great challenge and of great hope; but let us pursue your Son Jesus, so that we may be caught by Him. Let us press on that we may know His heart, let us stay close to one another that we might be like Him. Loving Lord, grant us as a church, purity of heart, humility of soul, integrity of life, charity and compassion for all, and the love of your Son who loves us so much, Jesus Christ our Savior. Amen.

My dear friends,

I've been thinking a great deal about the church recently. It's not unusual for a bishop to think about the church, also not unusual for any Christian in the community gathered here today to think about the church, so you might say that doesn't sound like a particularly unique thing for me to be doing. But the fact is that many of us are thinking a lot about the church - the church meaning the People of God, who are "called out" by Jesus to be the church in the midst of great change.

The first called were fishermen, homemakers, tax collectors and lepers; men and women of all walks of life who along the way were caught by a vision of God's promise in Jesus. Today, we too gather from all walks of life; today, we too are called, but to what? What is our mission? What are we called to do?

When I first visited the Holy Land this past Easter, the mission of the church came alive for me in some new and different ways. From the top of Mount Sinai, to the hills of Galilee where Jesus walked and taught, to Jerusalem, today as always a city full of chaos and complex cultures - merchants and people of different religions exist side by side. In Jerusalem the Christian Church has survived and remained alive largely as a missionary effort. Christians are a minority in that land. There, in that place where Jesus walked, I saw our roots and experienced them, put my hands on them, and felt them the center of my being in ways that language cannot express.

So, I stand here today, thinking about the church, not as an organization or institution, but as the people of Jesus called to proclaim God's kingdom. That church I experienced in the Middle East is still buffeted by so much conflict and so much violence, and yet that church is absolutely clear about the fact that its mission is to keep the Christian message alive. Whether it's building a hospital, or proclaiming the Gospel through liturgy, it is a missionary church.

We, too, are a missionary church. We are a missionary church because we want to bring the message and experience of God's unconditional love to people who may or may not have heard about it. We believe that there are many unchurched in Western Washington for whom the proclamation of the Gospel, the Good News of the Gospel, can provide healing, reconciliation, and transformation. We worship together, we pray together, and we are here today because we believe that people who are hungry and need to be fed with God's love may find a home in our Christian communities - and in our hearts.

We who are the church, the People of God in our time, are called to be an icon of Jesus'

love; called by God to love each other as Jesus loved us. We are brothers and sisters, mothers and fathers, children of God, all related to each other, loving each other as God has so obviously loved us. Yet love is often followed by loss, felt the more deeply for the love that was shared. And there, too, we draw together in community, grieving together for those among us who have shared in the proclamation of God's love.

It has been a year of extraordinary loss, and to not acknowledge that at this time and in this place would be not to acknowledge an important part of our lives together, because we grieve this year, though we celebrate their movement to a larger life, men and women who have carried our church and this diocese from generation to generation, visionaries such as Jim Hodges, Paul Langpaap, Maggie Mills Erskine, Jim Christie. We have had laity and clergy, leaders of our Diocese, die this year as every year. However, I was talking to a recently retired bishop and he told me that in his 14 years as a diocesan bishop he had only done several funerals for clergy in the diocese. We had 14 this year. We grieve together for people who built us a strong foundation, people who called us to move for a strong future that is still unfolding.

And there are more. In just this past week we lost Jack Ledger, a priest of this church who died after a brief illness in Seattle (I was with Jack and we had prayers together); Shirley Phinney, wife of a priest of this Diocese and this community who died after a long illness; Michael Taylor, priest of this church died in Pittsburgh. I tried to set these thoughts aside as I prepared for this Convention, but something in me is unable to compartmentalize and walk away from standing holding hands with those families and those communities in the midst of their suffering and coming here to do God's work because they impact all of us.

In each of these communities and each of these cases near and far, we as a church stood with these people to love them, pray with them, to care for them in their dying and those who survived them, in the community far and near. You see, I think that is what people hunger for - to be in community, to know they are cared for, to know God's love is there, to have some experience of what Jesus taught us the church might be.

So I come to you today, knowing with some clarity that what Jesus tells us to do is to stand together when we are broken, or confused, or in the dark. To heal one another, our broken society; to listen to and care for each other, to treat each other with the kind of love with which he treated us. That I believe is the heart of our mission, how we live together, how we care for each other.

So how do we carry out that mission? Are we a church under seige? Some researchers offer statistics that show that all of the mainline denominations have lost ground in some astonishing ways, and that the root of that change isn't anger, it's just apathy. The church has ceased to be important. Those researchers believe the most important factor in drop out in church is not something the churches are doing or not doing, its the character of the culture around the congregations. In other words, we are dealing with something larger than the lives that we face in our own congregations and our own ministries, and we have to be aware of how we focus on the world around us if we are to carry on a powerful ministry that proclaims the Gospel to the world.

If that is true, how do we respond? Do we, as Loren Mead calls us to do, "mark the end of business as usual and rebuild the church from the ground up, transforming individuals, congregations and dioceses?" Mead believes that we need a radically different understanding of mission, of evangelism, and how individual congregational members are called to live out their ministry; particularly when faced with increasing litigation, medical costs, and financial challenges.

Other research tells us that over the past twenty years the Episcopal Church has grown - if measured by Sunday attendance - by some 25%. Total operating revenues have increased 82% over inflation, and congregational support in general church program went up 37%, adjusted for inflation; that the average church clergy salary - while most people's salaries were losing ground - beat inflation by 68%; and that there has been phenomenal growth in religious education and increasing outreach efforts; all of which provides a picture of growth, deepening conviction, and deepening commitment in the Episcopal Church.

Two points of view: one that we are losing ground on all fronts and one that claims we are doing quite well. Which is the reality to our Diocese?

First, it's important for me to say that our diocesan community is growing. Our number of communicants, baptized members, and pledging units has increased to nearly 35,600. With this growth some of our congregations - more than you might imagine - are being constantly stretched as they seek to provide ongoing inspiration, pastoral care, and programs in inadequate physical facilities --- more about that in a minute. The reality is that the Diocese of Olympia is one of the larger dioceses in the church.

And that's part of the problem. We are not, in any sense, a small operation. And that means it's a challenge for us to find <u>realistic</u> ways to share our resources and support one another in our witness throughout the larger community to the world. We believe that our mission as congregations and ministries in this Diocese is to be on the front lines, to proclaim God's love, the Gospel, the Good News to the communities that surround us and in which we minister. What, then, is our role in community, as diocese, working together to support one another in that mission?

One role of the diocese is to help us when we find ourselves in difficulties. I believe that the diocesan office needs to help and support our congregations when they are facing financial difficulty. Over this past year, the Early Response Team (made up of people from congregations around the Diocese) has met with several congregations facing financial challenges. Together in those meetings, we discuss the challenges faced in relation to the assessment, but in the context of the larger challenges of doing ministry, of clarifying mission, and of having the financial implications and opportunities facing each particular congregation looked at in a way that is helpful. That is something we do for one another as a diocese.

But there are other kinds of difficulties as well. The financial difficulties are there, and they are going to be there for the future, but different kinds of challenges. In any community, as in any family, there are times when we have conflict. It's not unusual in a family of four or five for at least one member of the family to set the family on its ear, and if that is true, then it's also true that if you have 110 different communities within the Diocese, that

at any given time four or five of them are going to be in conflict. We in this Diocese are no exception to that. Several of our congregations are struggling to work through issues of conflict, in some instances long standing. The role of the Diocese and the larger community, as well as the Office of the Bishop, is to try to let people know they are cared about in the most difficult times. And to try to find resources to work through those difficulties and to know the reality that the Holy Spirit is present and it takes God's time to walk through the storm, and we have to do it together, sometimes disagreeing, but above all in the midst of conflict, respecting the dignity of those with whom we differ as well as those with whom we agree. That's in our Baptismal Covenant.

But as congregations in community, as Diocese, and as the Office of the Bishop, we are called to more positive and proactive types of support as well. And, faced with the realities of modern society, I believe that one of our most important challenges is to find new models for ministry; new ways to support one another in this glorious mission of ours. At present we are exploring several avenues with this goal in mind. In support of the models of ministry already in place, we are seeking to provide more help with leadership training and development. The Diocesan School of Theology Board has, over the past months, been in the process of rethinking the role of the school in how they might serve the whole Diocese. There is no question in my mind that the role needs to expand for theological education and leadership development for all leadership in our broader community and on a congregation level. I want to commend Stan Fowler, Eston Collins, interim dean, and the Board of the Diocesan School of Theology for the work that they have done over these past months and the dream they have for the future because they are the key for the life that we have together.

At the same time we are moving toward the utilization of contemporary technology, including fax machines, modems, computer linkages, networks such as QUEST, and satellite downlink facilities at St. Mark's Cathedral and in other congregations. We have to move into the latter part of this century by linking our congregations electronically via computers and faxes; we cannot only make our community's resources more accessible to one another, but we can also share insights and encouragement, leadership skills and vital information about the life and health, not only of our own community but of the larger Anglican and ecumenical communities in this country and abroad. By linking our congregations via satellite downlinks, we can effectively move the locus of training out into our congregations, offering simpler, smoother, and more immediate access to a wide variety of educational opportunities, both from this denomination and beyond.

One new ministry model being explored as we address the growth of our faith community is the Total Ministry program, coordinated and focused under the leadership of the Rev. Robin Moore. Total Ministry operates with the understanding that each baptized person is a minister. The people and clergy of the congregations in the Twin Harbors area of our Diocese, and in other areas, are exploring that understanding for us, helping us all by developing a model for one way we might do ministry in the future. Through this work we can all learn new ways of being together in ministry so that functions are shared across the board, and the gifts of the Body are used appropriately. The Total Ministry model

means that the size of a congregation's budget is not the determining factor in the availability of the sacraments.

This model may also meet the special needs of ethnic populations, as well as the challenges associated with providing leadership to smaller congregations in urban and town settings that just don't have the budgets for full time clergy. I don't believe that full time clergy are necessarily the answer for these settings. In small churches (50 average Sunday attendance, or less) the clergy who come from outside the community are always the visitors. It is difficult to incorporate the clergy and the congregation as an integral part of the people, and the functions within this congregation can be met through a total ministry program.

We are also working to develop a new model for our work in the area of human need and the church in the world. Situated as we are on the edge of the continent and the rim of the Pacific Basin, the diversity of our cultures and people will continue to become the context for proclamation of the Gospel and ministry.

Human needs ministry has been provided, on a diocesan scope, through a variety of committees, intercultural ministries, social action groups, and others, but appropriate support for these activities has been lacking both in budget funding and in staffing. The diocesan budget presented at this convention includes funding for a new diocesan position that I believe will help address these needs.

A missioner would provide a person who would connect these areas through a position and various committees while at the same time serving as a link with the Office of the Bishop, thereby bringing these ministries into a more primary focus. The concept is one of partnership and encouragement; of broad based engagement with people, out of which comes the articulation and development of ministry. The missioner idea did not come from the Office of the Bishop, but came from the groups of people in these diverse cultures who said they need that kind of support to carry on their ministry.

In calling a missioner, we are choosing together to call a person who brings the understanding and ability to advocate with and for the ministries, is available to our congregations for facilitation of individual congregation outreach activities, and has the authority and ability to interface with these various cultures, with other committees and the Office of the Bishop.

Now, let's talk about those churches being stretched beyond their capacity. Together we can help, by generating new capital resources to serve the growth of the larger community. The fact is that during this Convention we have an opportunity to take seriously our call to the building up of our diocesan-wide community as we undertake to support the overwhelming and urgent needs of growing congregations and the planting of new congregations. There's no question in my mind that there are congregations around the Diocese that have been on the brink of expansion, where they are crowded in the pews and people are turned away because of the lack of space.

We have built too small, we have thought too small, we have not kept up with the growth of the church - we have neither planted new congregations, nor supported those congregations that are growing. This Convention, I believe, needs to call for a capital campaign, so that at long last we can begin to support those congregations and ministries

that have been asking us for support, saying, "Please, help us to do the work we need to do, so that we can carry the Gospel into the world." It is our mandate; a clear call to all of us as the people of God in this Diocese, and it's something we have to share together: that's the only way we'll be able to meet this urgent need. It's your call, it's our call, it's a shared call for the congregations of this Diocese,

We have talked about the context in which we live, and the corresponding realities in our Diocese. Now let me say a word about two new opportunities I believe are facing us at this moment. I ask your prayers and I ask your advice in relation to both of them.

After this Convention, and over the next year, I ask that we enter into a time of examination and prayer about a companion relationship with the Diocese of Jerusalem. While in the Holy Land in the spring, I traveled with Bishop Kafity, who is the Bishop of Jerusalem, and with the Presiding Bishop to the Gaza Strip and to other places; saw the roots of our faith and the profound ministry that the Diocese of Jerusalem shares with the whole church. The fact is that the Diocese of Jerusalem is a diocese that shares its ministry with the whole Anglican Communion and with the whole church. We have been invited to have a special companion relationship with that Diocese. It comes out of relationship, out of the relationship that has been growing over the years, and in the relationship that Bishop Kafity and I found in companionship with one another as we prayed together and walked through Holy Week together. It comes out of the fact that St. George's College in Jerusalem receives more people from the Diocese of Olympia than any other place in the country. It was a former Bishop of this Diocese, Stephen Bayne, who, as secretary for the worldwide Anglican Communion, was closely connected with St. George's at its beginnings. Over the years those relationships have continued, have been nurtured and have grown.

I believe, having experienced this so clearly on my visit, that it is vitally important for us always to know and retain our connections with the place where Jesus carried on his ministry. We are a place-connected people, and we must not lose our roots. Now there is an opportunity to connect with that ministry in a very profound way because, as you well know, the challenges of life in the middle east from the time of Jesus until today have not gone away. I ask that we enter a time of looking at and praying about a covenant with the Diocese of Jerusalem. I say it that way because the Diocese of Jerusalem has only entered a companion relationship one other time and we have to know what would come of that, so rather than ask you to enter into that companion relationship now, I would like to ask a handful of people representing both dioceses to study what might come out of that companionship. At the end of that time, we can decide whether to establish a covenant - that would be fruitful - which we might then celebrate at our convention next year. The Bishop of Jerusalem will be here in February, and I think he is ready to go now. I hope you will have an opportunity to visit with him and hear about his ministry when he is here.

Secondly, it is clear to me as I travel around the Diocese, that one of the most important functions for the bishop is simply being out and about around the community. There's nothing I love more than entering into the congregations and the ministries that this Diocese carries out so well. When I am in your communities I am so hopeful and

energized about the life of the church - I want to do it more. But the reality is that, I believe, even with the help of retired bishops, we need more episcopal presence than we currently have, and that you need to have a bishop in your midst more often than I'm able to be there.

It is for that reason that I ask you to consider the engagement of an assisting bishop. At this time, I don't know where the funds might come from. I do not know the pragmatic realities of how we might get there in relation to the budget. I do know that it is important for us to pray about whether an assisting bishop might be a possibility for us: with the discernment will come the means to have it happen. That, my friends, is the way of faith.

I believe that we need to have an assisting bishop, not for me, but for you. We are, as I mentioned earlier, a much larger diocese than we like to believe we are. It is my judgement that we have needed episcopal assistance for quite some time. I leave it up to you, once again, to reflect upon this request and to let your thoughts be known. From there, if you believe we should explore this possibility, I will appoint a handful of people to look at how we might bring about the engagment of an assisting bishop.

Let us be clear about definitions. An assisting bishop is neither a suffragan, nor a coadjutor. An assisting bishop is a person, already a bishop, who is called by the diocesan bishop to work in partnership. A suffragan and coadjutor are each elected by the whole diocese, a suffagan to serve as an assistant bishop and a coadjutor to succeed a diocesan bishop. It is too early to be calling for a coadjutor. And an election for a suffragan would occupy the energy and focus of this Diocese at a time when it is paramount that we focus on our clear sense of mission together.

An assisting bishop can be called to this Diocese quite clearly by the bishop of the diocese. I welcome and request your counsel, and with that I would like to call for an assisting bishop when we are able to engage such a person.

I also want to say a word about my life in the ecumenical community as well as in the broader community. I continue to meet regularly with the bishops and judicatory heads of other denominations. We meet every Wednesday afternoon in my office. We laugh a lot, we support each other a great deal, and we are all facing common issues in our denominations and our traditions. It helps us to know that we all face the same problems, and it helps us to know that we are all able to celebrate the same victories together.

Ultimately, it is my hope that that group, along with the secular community can gather together and start to look at one issue on which to focus our combined energies. That issue for me would be violence against children and young people. No where am I touched more in my day to day life than the places where I see the impact violence in our society has on young people. No longer can we turn our backs on the destruction that we see. Nothing is more compelling in the Gospel than that Jesus said, "suffer the little children to come unto me."

It is my hope, as your bishop, that I can join hands with others in finding ways to identify and help eliminate the roots of the violence which is a constant threat to our children in Western Washington. That will be one of my highest priorities. It is something I care about deeply. You will find the energy I use to extend the work of our Diocese,

ecumenically and on a secular basis, will more and more be in that area. It is the church's Gospel response.

Now before I close, I would like to say several words about how we are as a diocesan community. There is no question in my mind that there are people in our diocesan community, as there are throughout the whole church, who are hurting badly. There are people from different points of view, whether they are part of Integrity or Episcopalians United, who find themselves despairing about the life of the church and the lack of solutions met, or about decisions that have been made which violate their understanding of the Christian faith.

There is no question in my mind - and no illusion - that we are not in agreement about the difficult issues of human sexuality. There is no question in my mind that the issues of racism and sexism are very much a part of our life together and we must continue to struggle and to overcome them in every way possible. There is no question in my mind that we as a people of God who take seriously Holy Scripture - our tradition, it's history in our worship - and still have different points of view about some of these human social issues must be able to gather together and honor one another, still having different points of view about some of these human social issues, respecting the dignity of every baptized person. There is also no question in my mind that we need to be a church that embraces all of God's people, and that we need to be able to find a place for one another, we need to be able to care for one another in a way that shows the rest of the world that to be a Christian is to be caring and loving and compassionate, merciful, joyful; not angry, or divisive, or judging. Living with our diversity, many writers say, is our challenge for the next century for all the Christian traditions.

We have talked over the past several years about the values of servant leadership. I believe deeply that we are called to be servants with Christ and servants to one another; that our main call is to serve in the name of the present and living God. Jesus has called us to be transformed, and to become agents for transformation; to love God and to love our neighbors. He called those first followers to do that, and he calls us to do that as well. We must serve by fighting against violence; we must push back the violence that separates us from one another. We must hold up all that is gentle, peaceful and merciful, and we must be ready to put ourselves on the line to save others as Jesus put himself on the cross for all humanity.

Sometimes I think we make it all too complicated. By whatever name, all we're simply called to do is to be a Christian community: praying together, studying together, supporting one another, wishing each other well as followers of Jesus. We know how to do this; we do it well. All the buildings and the budget and the governance and the structures are only a means to that end: to help us carry Jesus Christ to one another - to heal and be healed, to reconcile and be reconciled, to proclaim boldly and to live out the Gospel, to pray with and for each other and therefrom become Gods kingdom, and in so doing, I believe that God will smile on us, and our church will grow.

Every time I think of you, I thank my God, and whenever I mention you in my prayers, it makes me happy. This is because you have been, and are, partners with me in spreading the Good News.

BIshop's Address/Bishop's Cross Presentations

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May God help us to always know that the bonds that hold us together and lead us to mission and to joy are more powerful than anything that can pull us apart.

I will end as I began; put your hand in the hand of Jesus, and let's go for it.

Amen. Alleluia.

Vincent W. Warner

Reflections on the Bishop's Address

Following the Bishop's Address, members of Convention, sitting in randomly assigned table groups, reflected on the question: "What are the implications for your congregation and our Diocese?"

18. Bishop's Cross Presentations

A firm believer in the value of education as a vital component to the betterment of today's children, this women has put her time, her talent, and her money where her heart and gifts are. Her belief that service to the community is a form of Christian service and witness has made a vast difference in the local congregation and community.

She is a founding member of the Academy for Family Television, a state-wide effort to affirm good values in television programming, believing that it is better to affirm the

positive than to decry the negative.

Her service in higher education includes serving as a member of the Board of Trustees of Clark College and numerous boards and committees. Campfire, PTA, Forward Trust, State Ecology Commission, HOST, and countless other community groups have had the benefit of her leadership. In 1985 the Vancouver Columbian identified her as one of the ten most influential women in Clark County.

And, she has managed to accomplish all this community involvement while remaining actively committed to her life at Church of the Good Shepherd, Vancouver, a vestry member, senior warden, hospital minister, faithful member of the weekly Bible study group, organizing the recycling ministry, sharing the gift of hospitality in organizing receptions both at the church and at home.

It is my distinct privilege to present the Bishop's Cross to a truly extraordinary women, **SALLY SCHAEFFER**.

With election day so near at hand it's more than appropriate that we recognize a man who was the second youngest person in Washington history to serve as Speaker of the House of Representatives. But holding an office is only the beginning - how that office is exercised is what really makes a difference, and this man has been consistently recognized for the values and sound judgement he brings to public office.

A member of the SW Washington Higher Education Supervisory Consortium, he was instrumental in locating a branch campus of Washington State University in Vancouver. His leadership in economic development and partnerships with Pacific Rim countries

continues to have a positive impact on our state. He also serves as president of St. Joseph's Hospital. He has served as a member of the Board of Directors for HOST since it began in 1977, offering basic skills instruction to disadvantaged children in twenty-two states through a mentoring program.

He freely acknowledges his faith in his very public life. The Bible study group in which he is active also sponsors community-wide prayer breakfasts to draw persons of

different denominations together for mutual support and encouragement.

His gifts to Church of the Good Shepherd, Vancouver, are not limited to the spiritual. He was also instrumental in helping the church negotiate with the County on its various building projects. As many of us know, that is no small task.

Realizing that this is just a glimpse of the impact this man has on the church, the community, and the state in which he serves, it is with a great deal of admiration that I present the Bishop's Cross to **ROBERT SCHAEFFER**.

19. Noonday Prayers

Officiant: Bill Gill

16. First Ballot Rescheduled (on the way to lunch)

Lumch

1:15 p.m. Convention Reconvened

20. Report of the First Ballot (postponed)

21. Bishop's Cross Presentation

Leadership - for some it's so natural that it's just part of life. Add to that a deep faith and a genuine love and concern for people of all ages and the outcome can be quite remarkable.

Twenty-five years ago, you retired as principal in the Everett School district. You did not, however, retire from your volunteer ministry. During those years, and in those that followed, you still found time to start Trinity Church, Everett's church school; serve three terms on the vestry; volunteer with the parish Monday Lunch program serving meals to the needy; serve on the Salvation Army Board, the Evergreen Kiwanis; and be actively involved in civic music leadership.

Those who know you delight in your sense of humor and your capacity to enjoy life. It is with a true appreciation for your gifts and service that I present the Bishop's Cross to **WILLIAM STANLEY FORD**.

22. Resolutions in response to the Bishop's Address (postponed)

23. Report of the Racism Task Force

Shirley Noble-Wingert, Chair of the Bishop's Task Force on Racism, was introduced by Bishop Warner to report on the work of this Task Force.

Giving honor to God, Bishop Warner and Convention delegates and the guests here today, I stand before you with the grace of our Lord Jesus Christ to give this Convention report. Prayerfully we have struggled with this task. We realized that this is a very important step on which we are about ready to build. We want to build on trust, respect, relationships within the Task Force, and some of these things have not happened. In order for us to do the work we have been charged to do we need to start with a strong foundation of trust; doing the basics of building a relationship within ourselves, within each congregation still needs to happen.

We took a stab at gathering this important information by sending out the most basic of surveys for the collection of ethnic data from the congregations. Of the 144 congregations, we only received 23 of them back. What does this tell you, what does this tell us of our experiences at the Pre-Convention Gathering? Well, it told us that we need to go back and build those bridges with each congregation and within ourselves. To help each congregation to see this not as a threat or as a move to place blame, or to point the finger, but an effort to help us deal with racism within this Diocese. We, the members of the Task Force, ask that 2 hours be designated for this report of the ethnic make-up of our Diocese and a meaningful dialogue on the topic of racism in our congregations at the 1995 Diocesan Convention. We are not yet ready to report to Convention the ethnic composition of this Diocese or to have a meaningful dialogue at this time. With Christ's help we must address the sin of racism to make the words of our Baptism Covenant more than just words, more than just things that are said out loud, but words of action. We need to take those steps to move forward, to work together to erase racism within our lives and within this Diocese. We ask you to pray, we ask for your prayers, and we ask for your help and involvement.

I now ask you to stand with my friends, the members of the Task Force, the Episcopal Multicultural Ministries and the Native American Committee, while I read the Thanksgiving for Social Order. (P 840 Book of Common Prayer)

O God, who created all peoples in your image, we thank you for the wonderful diversity of races and cultures in this world. Enrich our lives by ever-widening circles of fellowship, and show us your presence in those who differ most from us, until our knowledge of your love is made perfect in our love for all your children; through Jesus Christ our Lord. Amen

24. General Convention Report - Part 1: Human Sexuality House of Deputies Perspective: Jim Church and Phyllis Gill

Good afternoon ladies and gentlemen. I am Jim Church, a Deputy to General Convention in Indianapolis, and with me is Phyllis Gill, an alternate deputy.

Many important issues were acted upon at General Convention, however; the ones that generated the most interest to the press and other observers were the ones concerned with human sexuality. As a deputy to the two prior General Conventions, dealing with these issues was not new to me. What was new however, was the love and respect between people with very opposing views on this subject. We listened to each other and discussed each proposal as Christians, not as members of various interest groups within the Episcopal Church. We left Indianapolis having achieved that great Episcopalian objective of the media - the middle of the road. We neither made everyone happy with our actions nor did we pass resolutions that would drive people on either side of these issues from the Episcopal Church. Since the individual actions of General Convention were presented in the Pre-Convention Gatherings and well documented in <u>The Episcopal Voice</u>, we will not cover each one of them in detail today; they are available for you if you so choose and have not seen them.

Phyllis and I will now attempt to give you a feeling for some of the resolutions that were either passed or rejected by presenting the resolutions as seen from the viewpoints of a conservative from the Diocese of Fort Worth and a liberal from the Diocese of Newark. The views expressed are not necessarily those of your two presenters.

Phyllis: I am certainly glad that we passed a resolution insuring that no one will be barred from the ordination process due to race, color, ethnic origin, sex, national origin, marital status, sexual orientation, disabilities or age except

as otherwise specified in the Canons.

Jim: And I was happy to see that we didn't change the Canons to approve the blessing of same sex unions or the ordination of practicing homosexuals.

Phyllis: Nor did we change the Canons to specifically ban those Canons in those dioceses were it is a matter of conscience.

Jim: I didn't get everything I wanted passed, but I can live with our actions and not feel pushed out of the Episcopal Church.

Phyllis: I feel the same way. I don't have to agree with you to continue working with you in the Episcopal Church. I am looking forward to continuing the dialogue.

I hope that gives you a little feeling for what we discussed sitting at our tables with people of very different attitudes. We were with people of every part of the church and every view on these issues. I thank you for your attention, and I encourage you to look over these issues and how they were presented.

House of Bishops perspective - Bishop Warner

Bishop Warner invited Bishop Cochrane to add his comments on the topic of human sexuality from the work at General Convention.

Bishop Warner began by reflecting back to the General Convention at Phoenix where the House of Bishops worked in closed session on a number of occasions and in disagreement that was not very gracefully carried on among the bishop's on their stance in relation to issues of human sexuality.

Out of that time two things happened. One, the bishops were called to prepare a pastoral teaching, from the House of Bishops for the whole church on human sexuality. It was to be a House of Bishop's document. but made up by six members of the House of Deputies and six members of the House of Bishops appointed by the Presiding Bishop and Pamela Chinnis, chair of the House of Deputies.

Bishop Warner served on this broadly based committee with many different perspectives; however not perceived as such by many people. Very early on, while looking at the pastoral teaching document, it became clear that the committee was not going to come to an agreement with each other about a number of the issues. The committee decided that whatever they finally worked out, the document would be entitled "Continuing the Dialogue." The dialogue would have to be continued because to vote up and down on any of the issues, other than to continue the traditions of the Book of Common Prayer, were going to be very divisive for the church. The Committee decided to present a pastoral teaching with some background of the tradition and the history of the church, as well as some of the perspectives that were being brought to the church in interpreting the Gospel today, and offer at the end of the teaching pastoral guidelines which were debated a great deal over the several years in which the document was being prepared.

Bishop Warner stated the other movement during that time came about because the House of Bishops had some difficulty in relationship with one another. They have spent three years between Conventions building a sense of community, praying together how they might live together in the midst of the ambiguity that they faced. Bishop Warner shared a remark he believed was made by the Presiding Bishop: "The Episcopal church lives with ambiguity about as well as any church that there is." Bishop Warner remarked that he believes that to be true, not necessarily something that everybody wants, but not necessarily a bad thing. These are issues around which there is no common consensus.

The first day of the Indianapolis General Convention, the pastoral teaching document "Continuing the Dialogue" was to be presented. This document had gone through five drafts, reduced from 130 pages to 65, with significant changes from the bishops in the 4th and 5th draft at their last pre-Convention gathering. In spite of all that input and work there were still a number of bishops at Convention with a minority report, which they called an Affirmation. It was an affirmation of the traditional teachings of the church in relation to human sexuality, particularly in relation to marriage, which the Committee tried to have included in the report. According to Bishop Warner's understanding, over 50 bishops signed that Affirmation. On the second day in the House of Bishops there was

another minority report from the Bishop of Newark and another group of bishops signed that minority report. A decision had been made in the House of Bishops for both minority reports to be included along with the pastoral teaching, which by this time had been downgraded to a study document, however it was decided that neither of the minority reports would be included in what was sent out to the churches.

This meant that the House of Bishops was saying they did not have an answer to some of these things for the church at this moment. The House of Bishops felt the position they were in made it necessary to look at Episcopal tradition, history, prayer and Holy Scripture, and to live together in the midst of the challenges facing us in the midst of these issues with the assistance of the pastoral guidelines in the document. There will be a 12 person committee from Convention to help in the process. People on either side of the issues will be disappointed. General Convention found itself in good spirits and with a strong sense of community knowing that the issues were not resolved and that it would be necessary to continue to pray about the issues together.

Bishop Warner reiterated his personal statement made at the Pre-Convention Gatherings as follows, "One of the debates was whether we have local option. Local option in terms of the blessing of same sex unions or the ordination of practicing homosexuals on a diocesan basis. I don't believe in local option. The reason I don't believe in local option is that I don't think that the church resolves these issues by having each diocese doing what it wants to do. I really do believe that as a House of Bishops and as a Convention we have to stand together and say our prayers, talk it out and work it through until we come to some decisions. In the meantime, we stand with our tradition as it is now stated and therefore it is not up to me as a bishop to stand apart from other bishops. It is up to me as a bishop to call us to remain in the dialogue and keep the conversation going. It is interesting that local option can work both ways for people with very different points of view. The fact is for me, I believe in the church, the whole church, not just the Diocese of Olympia, but the Holy Spirit moving in the midst of the whole church, and through the movement of the Sand do that. It was not at this Convention that decisions were made. It may be at some time, in God's time that decisions are made in ways that will split the church, but our hope right now is that we will stay together, stay in dialogue and look for what God calls us to do. Thank you."

25. Report of the Human Sexuality Committee

Mrs. Teays introduced the members of the Committee as listed in Document 94/C/8 (see Reports section in this Journal) prior to presenting the Report.

Bishop Warner called 12 people to initiate a means of dialogue on human sexuality as called for at the 1991 General Convention. Not unlike the 12 apostles we were different. We were different in vocation, age, and gender, and we represented a broad range of thoughts and ideas on the subject we were to bring into dialogue in this Diocese.

We went on a weekend retreat, and through sharing and listening to one another concerning our lives, beliefs, joys and fears, we gained an understanding of ourselves as sexual human beings and how that understanding is connected with our faith journey in Christ. It was felt and said by each of us, "If only the entire Diocese could have this experience," because in doing so we became a community, a family that saw and honored the Christ that lives in each one of us. Knowing a weekend retreat wasn't a possibility for the Diocese, we set out to bring the next best thing into being.

We studied four other curriculum models and knew each had something to offer, but they were not totally what we felt right for this Diocese. So, we decided to design our own, aware it would take more time, effort and energy.

The first step was the catalyst for all that followed.

The Purpose... "Using our Baptismal Covenant as a context and model, to engage the members of the Diocese of Olympia in dialogue and theological reflection about human sexuality, in an environment in which all participants are heard and respected."

Because each of our lives in Christ and in His church is most important, we designed the sessions around the Baptismal Covenant. All our work revolved around the Baptismal Covenant and the purpose statement. We gleaned parts of the four different curricula available, but especially designed the dialogue to allow each person to be heard and respected. We "hashed" and "rehashed" each session of the series and after each was deemed acceptable, put the entire series to the test by asking five persons knowledgeable in their respective vocations, from psychologists to theologians, to critique it. They did. We made the recommended changes, completed and introduced "Human Sexuality & the Chrisian Faith; a Dialogue for Congregations" to you, the Diocese.

You have in your packet the collation of the evaluations, with the exception of the written comments. There are at this time 52 pages of written comments on four survey questions...thus, it was felt it best to have that part available at the Diocesan Resource Center. Anyone interested can obtain it for reading and study.

In the responses to the dialogue we have learned:

- That our responses in this diocese and the responses of the Episcopal Church nationally are similar.
- Dialogue works; it does lead to understanding controversial views.
- Sexuality is a gift from God... and it is good.
- There is a desire for more dialogue and more "in-depth" dialogue on human sexuality.

There is a need for the series to be repeated for those unable to attend the first time. It is the intention of the Committee on Human Sexuality to continue to work. We will work with the document Continuing the Dialogue. The how is not yet defined, but the dialogue will continue. We are also hoping to provide additional training sessions for your diocesan dialogue, as the desire to continue is expressed. You can help.

I close with one of the responses on the survey sheet, "Having taken part in these dialogues, what do you see as future steps for our Church?" <u>The response:</u> "To continue to move toward acceptance and respect for the diversity in our church."

Reflections in Table Groups

Question: "How does the process of dialogue help as we live the reconciling Gospel together?" 3x5 cards were completed to share comments with the Committee for the purpose of further discernment.

20. Report of the First Ballot - Rescheduled

Diocesan Council - ballot invalid - Ballot to be rerun.

Note: Clergy ballot required two positions be elected. There were two candidates; only one to be chosen by each voter. The one with the highest votes to serve 4 years, the other 1 year.

Convention was interrupted with a presentation of a bouquet of birthday ballons and the singing of Happy Birthday to John Schaeffer, Secretary of Convention.

Standing	Committee (concu	ırrance between o	rders required)
Ballots cast: La		Lay 320	Clergy 111
Required votes:		161	56
•			
		Lay	Clergy
Clergy:	*Allan Parker	186	59
	Charles Ridge	158	69
	*Patricia Taylor	213	75
	*John Thompson	189	64
	Curt Zimmerman	162	47
Elected:	Patricia Taylor – 4 year term		
	John Thompson – 2 year unexpired term		
	Allan Parker – 1 y	rear term	
Lay:	*Ruth Adams	182	71
	John Battin	120	32
Elected:	Ruth Adams – 4 ye	ear term	

Cathedral Chapter

Ballots cast: 427 Required votes: 214

Clergy

*Paul Collins 414

Elected: Paul Collins – 3 year term

Lay

William Peterson 201
*Richard Proctor 216

Elected: Richard Proctor - 3 year term

26. Report of the Committee on Resolutions

Joann Paolozzi, chair was recognized to present the resolutions.

Resolution #1 - Recognition of Differing Sexual Orientations

RESOLVED, that this 84th Convention of the Diocese of Olympia, recognize that all people regardless of human sexual orientation are of equal value in God's eyes and that all should receive the pastoral care of the Church.

Resolutions Committee recommended a PASS. (For explanation and rationale see the report of the Committee on Resolutions in the Reports section of this Journal.)

Moved, second, CARRIED.

22. Resolutions in response to the Bishop's Address Rescheduled

Six Resolutions evolving from the Bishop's Address have been considered by the Resolutions Committee, with a recommendation to PASS.

Moved, that this 84th Diocesan Convention give thanks for our bishop, Vincent, for his wisdom, courage, vision and leadership for this Diocese, and reaffirm our support for working in partnership with him for the building up of the body of Christ through our life together and our witness in the community. Seconded and Carried.

Action ruled out of order, due to not following process. The Chancellor ruled the process required Convention to agree to consider resolutions

received after the start of Convention prior to taking action on them. Convention requested all six Resolutions be received before a decision on whether or not too consider them for action was taken.

- #1 RESOLVED, that this 84th Diocesan Convention give thanks for our bishop, Vincent, for his wisdom, courage, vision and leadership for this Diocese, and reaffirm our support for working in partnership with him for the building up of the body of Christ through our life together and our witness in the community.
- #2 RESOLVED, that this 84th Diocesan Convention acknowledge the challenges and opportunities in living as baptized Christians in this society, and BE IT FURTHER RESOLVED, that we support the call for a missioner in the area of Human Need, Intercultural Ministry, and Social Justice Concerns in order to bring these ministries into primary focus within our Diocese.
- #3 RESOLVED, that this 84th Diocesan Convention commit to the utilization of contemporary technology for linking our congregations and other ministries in order to support our growth and development as a diocesan community based upon the ministry of the baptized, and affirm the use of satellite downlink programs for encouraging and making accessible continuing education for laity and clergy.
- #4 RESOLVED, that this 84th Diocesan Convention wholeheartedly respond to the clear call from our bishop to put energy into pushing back against violence against children and youth. We encourage Bishop Warner's efforts to focus this issue in conversations with other judicatory leaders and will be ready to respond and work with him when he calls upon us.
- #5 RESOLVED, that this 84th Diocesan Convention respond positively to the invitation to enter into a companion relationship with the Diocese of Jesusalem, and BE IT FURTHER RESOLVED, that we urge the bishop to create a task force to help us explore the dimensions and possibilities for this relationship.
- #6 RESOLVED, that this 84th Diocesan Convention encourage Bishop Warner to move us forward in the process of discernment of a call for an assisting bishop for the Diocese of Olympia.

Moved, seconded, to consider the six resolutions as presented. CARRIED.

#1 Moved, RESOLVED, that this 84th Diocesan Convention give thanks for our bishop, Vincent, for his wisdom, courage, vision and leadership for this Diocese, and reaffirm our support for working in partnership with him for the building up of the body of Christ through our life together and our witness in the community. Seconded and CARRIED.

#2 <u>Moved</u>, RESOLVED, that this 84th Diocesan Convention acknowledge the challenges and opportunities in living as baptized Christians in this society, and BE IT FURTHER RESOLVED, that we support the call for a missioner in the area of Human Need, Intercultural Ministry, and Social Justice Concerns in order to bring these ministries into primary focus within our Diocese. Seconded.

<u>Moved</u>, seconded that there be a division in this resolution to separate the two clauses. **CARRIED**.

The question was raised whether there was funding planned in the budget to cover this resolution, as required when a resolution relating to the budget is submitted to Convention. Lyn Goetz responded that funding was included.

#2 <u>Moved</u>, RESOLVED, that this 84th Diocesan Convention acknowledge the challenges and opportunities in living as baptized Christians in this society. Seconded and **CARRIED**.

<u>Moved</u>, And BE IT FURTHER RESOLVED, that we support the call for a missioner in the area of Human Need, Intercultural Ministry, and Social Justice Concerns in order to bring these ministries into primary focus within our Diocese. Seconded.

Discussion included concern in money being expended for a position already covered by a variety of offices. Archdeacon Tomter explained that some of these areas were covered by former staff and if this position was covered by a missioner as requested it would not diminish but enhance the work of the Office of the Archdeacon, nor would it necessarily add another staff person. With this reconfiguration of the staff, the budget would allow for greater intentional commitment, it would allow stronger coverage and unification to an area that has been very fragmented in the past.

<u>Moved</u>, seconded, to defer the discussion on this resolution until it can be discussed in the context of the budget. **CARRIED**.

#3 <u>Moved</u>, RESOLVED, that this 84th Diocesan Convention commit to the utilization of contemporary technology for linking our congregations and other ministries in order to support our growth and development as a diocesan community based upon the ministry of the baptized, and affirm the use of satellite downlink programs for encouraging and making accessible continuing education for laity and clergy. Seconded and **CARRIED**.

#4 Moved, RESOLVED, that this 84th Diocesan Convention wholeheartedly respond to the clear call from our bishop to put energy into pushing back against violence against children and youth. We encourage Bishop Warner's efforts to focus this issue in conversations with other judicatory leaders and will be ready to respond and work with him when he calls upon us. Seconded and CARRIED.

#5 <u>Moved</u>, RESOLVED, that this 84th Diocesan Convention respond positively to the invitation to enter into a companion relationship with the Diocese of the Province of Jerusalem, and BE IT FURTHER RESOLVED, that we urge the Bishop to create a task force to help us explore the dimensions and possibilities for this relationship. Seconded.

<u>Amendment Moved</u>, seconded, for this resolution to be for a time certain to the next Convention.

In response to the Bishop's invitation, Canon Mauney spoke to the request giving a description of a companion diocese. He responded that a companion diocese is usually a formalized relationship that is passed by a diocese with the national church executive being informed in order to have it publicized around the church. The content is up to each diocese to set up as they choose. Due to the complexity of the Diocese of Jerusalem, the Bishop stated he felt it is important to take the time to study both dioceses to see what the relationship would mean before taking any action.

Question to end debate was called. CARRIED. Amendment Failed.

<u>Amendment Moved</u>, that the diocese take a period of discernment to examine a companion relationship with the Diocese of Jerusalem.

It was requested the mover of the amendment withdraw it and the following amendment be considered.

<u>Amendment to the Amendment Moved</u>, to remove the Amendment and to refer the Resolution back to the committee on Resolutions to re-write the motion and return it for action on Saturday. Seconded and **CARRIED**.

#6 Moved, RESOLVED, that this 84th Diocesan Convention encourage Bishop Warner to move us forward in the process of discernment of a call for an assisting bishop for the Diocese of Olympia. Seconded.

Moved, the resolution be, and hereby is Amended as follows:

- 1) the pending clauses be and hereby are deleted;
- 2) in lieu thereof, the following is added:
 - (a) The 84th Convention supports the principle of additional episcopal presence in the Diocese
 - (b) A task force be constituted representing all the missions, parishes and people of the Diocese to advise the 85th Convention.
 - (c) An assisting bishop not be hired or engaged without a further vote of Convention.

Amendment Failed.

Discussion included a request for a description of the various types of bishops that are available, the need for assistance for the Office of the Bishop and a request for an explanation of what is meant by 'discernment' and what would an assisting bishop mean to this Diocese.

Question called to end debate. Carried.

#6 Moved, RESOLVED, that this 84th Diocesan Convention encourage Bishop Warner to move us forward in the process of discernment of a call for an assisting bishop for the Diocese of Olympia. Seconded and **CARRIED**

27. Second Ballot (first ballot for Diocesan Council)

28. General Convention Report - Part 2:

Canonical changes pertaining to clergy discipline (Title IV). Duncan Bayne, Deputy to General Convention, was recognized by the Bishop to present an overview of what the Diocesan Convention will be called to address next year and reported as follows:

The National Church is the church, and the Diocese of Olympia with all other diocese across the country has the same standing in the National Church. We are beholden to the National Church's Constitution and Canons in our Articles of Incorporation that are executed in the formation of parishes and in our diocesan articles. The National Canons are used for how we administer the diocese. Title IV is captioned "For the Discipline of Clergy."

At the 1991 Convention there was a review of Title III of the National Canons on Ministry. That was considered successful and resulted in some sweeping changes. Title IV was then studied with the resulting decision made that the whole area of Discipline of Clergy had to be re-drafted from the beginning. The copy was distributed and discussed across the country prior to Convention. At Convention, the Canons Committee of the House of Deputies and the Canons Committee of the House of Bishops met jointly to discuss and adopt amendments with the result being a working document which was voted on by both Houses.

This will come before the 85th Diocesan Convention. We will need to remember it is basically an update and comes from a canon that was last changed in 1915 which dealt with disobedience of the clergy to the direction of their pastoral authority. Many things have happened in the church and in the world around the church since then. There are more and different expectations on how misconduct is handled, different and higher expectations for how people are represented and what kind of basic operating procedures are applied in the event misconduct is implied. The revisions are an attempt to bring Title IV into the modern age.

Much of this was driven by the increasingly escalating concerns about sexual misconduct, particularly by clergy, and a number of dioceses are having difficulty responding to those claims. Some dioceses have no processes in place, while others are well ahead of the situation. It is an attempt to update the Canons, as well as to provide some commonality with the mobility of the personnel across the church. It is also an attempt to put all provisions relating to specific situations in one document.

This document will also be considered in relation to the diocesan Canons in the coming year.

The Bishop asked for affirmation from Convention for Duncan and his work in the National Church on these Canons.

29. Office of the Bishop Report on Training Regarding Abuse & Misconduct

Canon Betsy Greenman

The intention of this report is to call some things to your attention. The church at large is trying to deal with the whole arena of abuse and misconduct. It comes out of our need to respect the dignity of every human being. In our local congregations, and where we work with people, we are trying to find ways to make the environment friendly and safe, and to find ways to prevent the abuse and misconduct from happening. In this Diocese we have had two major training sessions at Huston Center; a total of 141 people attended those events representing 65 congregations in our Diocese.

People who attended those events were able to provide training in their local area, being in partnership with what we are doing. We are moving along, trying to raise awareness and trying to find ways to work together, and ways to better know how we can be helpful with each other. I am now going to be calling on people who indicated they are interested in working with the curriculum to form an ongoing diocesan wide resource so, as we need to continually do this training, we will be able to provide that for you, as well as the work that you are doing locally.

Thank you for being in partnership with us as we deal with this area of respecting the dignity of every human being.

Archdeacon Patrick Tomter

This is an area that the Bishop's Office deals with, and has been doing so over the last several years, particularly as we try to understand more and more what we need to be doing, and to understand the nature of the issue that is before us. It is a cultural issue today, something that is of concern throughout not only the church in this diocese, but throughout all churches in the country and throughout every level of life, in the health field, education or in psychology and psychiatric counselling.

I think that the people of our Diocese have been doing well in working together to develop a code to deal with sexual misconduct. Some of our difficulty in dealing with this is like the days when we used to have the infirmeries for children that were ill; rather than now we have health centers. We looked at the negative, the dark side rather than the positive and the hopeful side. I think that what we want to be able to have in the Diocese is a code, or an understanding of appropriate conduct between people, recognizing that all clergy, particularly have what is called, and what we are learning a great deal about, a fiduciary trust. That is to say, by virtue of ordination, and by virtue of the particular position in which they are held in the church, the clergy are put in a peculiar place that makes it difficult, as it does teachers in the public school system, to know exactly how all kinds of words and actions or behaviors may be interpreted.

We in the office currently have approximately five cases. There are claims made by people in the Diocese regarding clergy throughout every year. It is something that is a constant concern. It is necessary to look closely at the claimant; and take very seriously

the person who expresses any concern, especially if the claim is in writing. The church can no longer be the church that hushes these things up. We need to be able, in a gracious atmosphere of forgiveness and love, to recognize when there has been a stepping over of peoples' boundaries. We need to recognize what they are, and train folks to understand what those might be and encourage that kind of behavior.

Secondly, there is the accused person. To be accused of anything is enormously difficult in an area where there is no recourse and no clear way to deal with it. We have always sought to implement due process and operate very carefully to protect the dignity and the reputation of all people, while clearly identifying and without in any way obscuring the facts of the situation. We try always to exercise fairness, justice and support, for the claimant and the accused person. We also recognize the enormous affect and impact this can have upon a congregation or a community of faith who is somehow directly or indirectly involved.

We are very much concerned over the next year, to begin to develop a task force to look at our particular code of ethics, our particular way to deal with complaints, but also ways to support congregations so they don't become harborers of secrets which somehow surface, not in this generation but in the generation to come; and therefore we can identify the issues and bring healing to a congregation which may have lots of difficulty around various issues that are not even directly related to something that occured some years earlier.

This is a complex and involved issue for all of us in this family, and I am grateful to our Bishop, to our Chancellor, and to Betsy and all others in our office, as well as many who have served on Standing Committee, Commission on Ministry and elsewhere trying to be fair, serious, supportive and prayerful in all of this.

Bishop Warner asked Conventions' affirmation for Patrick and Betsy as they work in this ministry of healing to move towards wellness and wholeness in the Diocese.

30. Governing Bodies' Report

Office of the Bishop - Provost Porter,

Provost Porter referred Convention to document 94/C/11 (for complete report, see Reports section of this Journal) to describe, 'who is the office of the Bishop, the structure, and the work carried out.' The values in working as the Office of the Bishop are centered in partnership and collegiality, working together as partners with one another, as a staff team, and to work in partnership with the clergy and leadership of the Diocese in congregations and various other ministries as well as with the governance of this Diocese.

The Office of the Bishop is one of five governing bodies, this Convention being the largest, the others being the Diocesan Council, the Board of Directors and the Standing Committee.

The Office of the Bishop is responsible for long range planning and implementation of the work of the Diocese through facilitation; not doing the work directly but available as a resource and a service to help congregations and ministries do the work. The work can only be done through trust in and with each other.

Office of the Bishop - Archdeacon Tomter

Archdeacon Tomter noted the work of the Office of the Archdeacon is well described in the descriptive narrative of the budget. The office is looking positively toward mission and the development of five year plans to be proactive in planning and interactive with one another. We encourage support of the Capital Campaign in order to be able to extend ministry in the Diocese.

Office of the Bishop - Canon Greenman

Canon Betsy Greenman noted that one thing about Anglicans is that we hold onto the tension and the challenges and we can decide whether they are going to be challenges or problems. Canon Greenman stated, "One of the biggest issues as I work on your behalf in the area of congregations in transition, congregations in conflict, and leadership development, as well as the area of deployment, is how to keep the big picture in mind while walking with people individually in personal transition. It is a huge challenge, but one I love."

The three areas from which clergy come to this Diocese are:

- 1) clergy out of this Diocese and ordained here
- 2) clergy called into the Diocese by congregations
- 3) clergy who say, 'I want to, and I am coming to live in the Northwest. I will be in to see you.'

Betsy stated that this is a wonderful part of the world, and an amazing place to do ministry.

Diocesan Council - Helen Rogers

Helen Rogers, representing Diocesan Council, noted that as Episcopalians we hold carefully to the tension of both/and, being catholic and protestant,

looking to scripture, tradition and reason for authority; we live in the promise of the kingdom now and not yet.

The Council has struggled with both the challenges and the amazing grace that comes with living out the faith in Jesus Christ. The "now" is the present realities of meetings, committees, commissions and budgets; the "not yet" is the always of living into the vision, the reconciling Gospel that calls us to be the future.

The Council this past year has been formed and informed as it worked together using the values of servant leadership given to Council by Bishop Warner. Four of these values have, and continue to aid Council to become a servant leader as Christ's ministries are shared with others in this Diocese.

Servant leadership means putting oneself at risk, and that means trust, so we have an incredible number of commissions, committees, and task forces that do the work that 18 people meeting once a month can't possibly do even with extra meetings. They are representative of this Diocese in its breadth and in its depth.

Servant leadership puts a premium on truthfulness. We have not accomplished all we thought we might, as we planned a year ago. We learned that discernment is a long and prayerful process and is needed before decisions are made. We have to be honest with ourselves and with you that the introduction to the Next Steps document was not timely. Changes in the structure of our Diocese need to follow the direction of our ministry and mission. Council is learning the truth of the architectural dictum that form follows function.

Servant leadership insists on collaboration. Through the work of the Early Response Team we have collaborated with others in the Governing Bodies and have collaborated with you in several congregations. These congregations are struggling with financial and other issues, and we are, and will continue to listen and work together toward solutions.

Servant leadership is not always the need to control the outcome. The budget for 1995 was modified and adapted to meet the concerns expressed by the participants at the Spring Pre-Convention Gatherings. Again last month

the input gained at the Campaign focus meetings have had a direct impact on the case for the Capital Campaign Resolution. On behalf of Council I want to thank you for the sharing of your ideas, your hopes, your prayers, your leadership, and your energy as we become one people of God.

Board of Directors - Carol Everson

Carol Everson, reporting for the Board of Directors, referred to the full report from the Board, document 94/C/12 (see Reports section of Journal). The Board of Directors is made up of talented Christians who are committed to living out the reconciling Gospel in our relationships with other governing bodies, with the congregations, and within the Board.

The Board has legal and fiduciary responsibility for the assets of the Diocese of Olympia, Inc. It is an important aspect of furthering God's work in this Diocese. The Board tries to manage these assets for work today and in the future. The Board needs to think boldly and creatively and to plan carefully and wisely.

Much of the time is spent with developing congregations; particularly mission congregations. The Board approves all transactions dealing with real property - the purchases, sale, and use of property.

The two funds that the Board administers are the Building Loan Fund and the Mission Development Fund, making and monitoring the loans. Those two funds currently have loans outstanding or committments on file. At this point we do not have funds for new loans. There are congregations that have done all the necessary work and need to build, but there is no money available in the funds to assist them. The Archeacon has reported to the Board the need of many congregations for new or larger facilities to enable them to continue to grow. The central problem the Board is facing is the great need, the urgent need, with no ability to meet it. As a result of the situation the efforts of the Board have focused on the Capital Campaign.

The Board of Directors knows that it is absolutely vital to have this Campaign go forward so that mission strategy of the Diocese can be implemented. The Board urges you to give the proposal your careful consideration, your approval, and your financial support.

Standing Committee - The Rev. John Thompson

The Rev. John Thompson referred to document 94/C/14 (see Reports section of Journal) for an explanation of the responsibilities, actions and activities of the Standing Committee.

The Standing Committee consists of eight people who meet on a monthly basis. The decisions that come before the Committee are mainly for those seeking ordination, and requests for consent for election of new bishops from other dioceses. The Standing Committee lives in a dynamic tension as they discern God's call to individuals through ordination; to have a collective sense of God's call in terms of the needs of the church and the needs of the person being examined. The committee finds it vitally important to spend time in scripture and prayer for assistance in the discernment process. It is very important that truth and trust be uppermost on the part of all members of the Standing Committee. Since the process of ordination is for the whole church and not just the Diocese, it is necessary for the committee to pay attention to the whole church. In the consents for the election of bishops there is a tension because once more it is for the whole church and frequently the information received is inconsistent in quality of content and amount.

This past year a great deal of time has been spent in discernment, in listening to one another and to God. The Standing Committee has also spent time this past year in grief with the loss of Maggie Mills Erskine.

Bishop Warner requested all members of the governing bodies stand for the affirmation of Convention, which was demonstrated by applause.

31. Report of the Committee on Constitutions and Canons Douglas Oles, Chair, presented report 94/C/3

The following Article was passed at the 1993 Annual Convention, this is the second reading. If passed at this Convention the Article will be effective at the close of Convention. (Articles are voted by Orders.)

Constitution, Article XII, Section 4

(a) The number of candidates from each order shall be reduced to two more than the total number of Deputies and Alternates remaining to be elected in <u>that</u> order.

They shall be determined according to the total number of votes received by each candidate in the third ballot.

Moved, seconded. CARRIED in the Lay Order CARRIED in the Clergy Order

This Article as follows is effective as of the closing of Convention.

Article XII, Section 4

(a) The number of candidates from each order shall be reduced to two more than the total number of Deputies and Alternates remaining to be elected in that order. They shall be determined according to the total number of votes received by each candidate in the third ballot.

Constitution, Article VII, Section 4 (e)

The lay members of Convention shall consist of:

(e) The Chancellor, <u>Vice Chancellor (if any)</u>, Secretary of Convention, and Treasurer of the Diocese, if lay persons, during their terms of office.

Moved, seconded. CARRIED in the Lay Order CARRIED in the Clerical Order

Adoption of this Article will require acceptance at next year's Annual Convention to become effective (see Constitution, Article XX).

Constitution, Article VIII, Section 3

At each Annual Meeting of the Convention the Bishop shall appoint, subject to the approval of the Convention, a Chancellor of the Diocese who shall be a lay member, a Communicant in Good Standing of the Church and regularly admitted to practice law in the State of Washington. The Bishop may also appoint a Vice Chancellor who is similarly qualified, to assist the Chancellor.

Moved, seconded. CARRIED in the Lay Order CARRIED in the Clerical Order

Adoption of this Article will require acceptance at next year's Annual Convention to become effective (see Constitution, Article XX).

Constitution, Article X Section 3

At the first meeting of the Committee, which shall be as soon as practicable after their election, they shall choose a president [from the clerical members] and a secretary from [either the clerical or lay] among their members. The secretary shall keep a record of all the proceedings of the Standing Committee which shall be subject at all times to the

inspection of the Bishop of the Diocese, and a full report of their acts shall be made to each Annual Meeting of Convention.

Moved, seconded. CARRIED in the Lay Order CARRIED in the Clerical Order

Adoption of this Article will require acceptance at next year's Annual Convention to become effective (see Constitution, Article XX).

Constitution, Article XX

The Secretary of the Convention shall procure and keep a book entitled "Constitution and Canons of the Diocese of Olympia," in which shall be recorded this constitution with the certificate of its adoption. All articles, canons and additions thereto, hereafter adopted by the Convention, shall be certified to by the President and Secretary of the Convention, as having been duly adopted, and shall, with the certificate of adoption, be recorded in the said book, and the said book shall be taken and regarded as prima facie evidence of the due adoption and correctness of all papers recorded therein under the article. The Archivist, under the direction of the Secretary of Convention, shall keep a record of each change adopted by Convention each year.

Moved, seconded. CARRIED in the Lay Order CARRIED in the Clerical Order

Adoption of this Article will require acceptance at next year's Annual Convention to become effective (see Constitution, Article XX).

Canons

The Committee recommends adoption of these amendments to Canon 3.

Canon 3, Section 5

The Archivist <u>and Records Manager</u> shall be the custodian <u>and manager</u> of the journals, papers, [pamphlets] <u>historical records</u> and other records of the Diocese and shall report annually to the bishop and Convention concerning discharge of such duties.

Moved, seconded.

Amendment, moved, seconded, delete 'and records manager. Failed.

Main motion considered. CARRIED as follows:

The Archivist and Records Manager shall be the custodian and manager of the journals, papers, historical records and other records of the Diocese and shall report annually to the bishop and convention concerning discharge of such duties.

In order to have the Constitution and Canons be in agreement, Mr. Oles moved the following change in Article XX:

Moved, seconded, Article XX in the Constitution have <u>and Records Manager</u> added after Archivist. **CARRIED in the Lay Order. CARRIED in the Clerical Order.**

Article XX to read;

The Secretary of the Convention shall procure and keep a book entitled "Constitution and Canons of the Diocese of Olympia," in which shall be recorded this constitution with the certificate of its adoption. All articles, canons and additions thereto, hereafter adopted by the Convention, shall be certified to by the President and Secretary of the Convention, as having been duly adopted, and shall, with the certificate of adoption, be recorded in the said book, and the said book shall be taken and regarded as prima facie evidence of the due adoption and correctness of all papers recorded therein under the article. The Archivist and Records Manager, under the direction of the Secretary of Convention, shall keep a record of each change adopted by Convention each year.

To be included in the second reading of Article XX at the Annual Convention in 1995.

The Committee recommends adoption of these amendments to Canon 4.

Canon 4

There shall be the following Committees of Convention appointed by the Bishop. The committee members shall be clergy and lay Communicants in Good Standing. The members shall be appointed within ninety days following the adjournment of each Annual Convention.

(d) <u>Constitution and Canons: at least</u> two clergy and two lay members. This Committee recommends changes or additions to the Constitution and Canons. The Committee report on these must be submitted in writing to the clergy and clerks of the Vestries and Bishop's Committees at least ten days before the Annual Meeting of Convention. Any proposed changes shall be submitted to the Committee for its consideration at least eight weeks before the Annual Meeting of Convention.

Moved, seconded. CARRIED.

Canon 4 to read;

There shall be the following Committees of Convention appointed by the Bishop. The committee members shall be clergy and lay Communicants in Good Standing. The members shall be appointed within ninety days following the adjournment of each Annual Convention.

(d) Constitution and Canons: at least two clergy and two lay members. This Committee recommends changes or additions to the Constitution and Canons. The Committee report on these must be submitted in writing to the clergy and clerks of the Vestries and Bishop's Committees at least ten days before the Annual Meeting of Convention. Any proposed changes shall be submitted to the Committee for its consideration at least eight weeks before the Annual Meeting of Convention.

The following changes to Canon 9, sections 1 through 5 are intended as editorial.

Canon 9, Section 1

- (a) At any time between the Annual Meeting of Diocesan Convention and the 25th of April following, after due notice is publicly given at Divine Service on the two Sundays next preceding, there shall be held an Annual Meeting of the Parish for election of [a] Vestry members and for the transaction of such business as may properly come before the meeting.
- (c) At all parish meetings the Rector (if there be one; if not, a Warden) shall preside[-]. The Clerk of the Vestry shall act as Clerk of the Meeting.

Canon 9, Section 2

(a) The number of Vestry <u>members</u>, as prescribed in the Articles of Incorporation of each Parish, shall be no fewer than three or more than fifteen, and within these limits, the Parish, by a majority vote, may fix or change the total number elected annually. Communicants in Good Standing in the Parish shall alone be eligible to serve on the <u>Vestry</u>; the Rector shall be ex-officio a member and [Chairman] presiding officer of the Vestry.

Canon 9, Section 3

At the first meeting of the Vestry after the annual election there shall be chosen from among its members a Senior and a Junior Warden. [both of whom shall be communicants in Good Standing of the church and shall be members of the vestry]. In case the parish be without a rector or in case of the organization of a new Parish, both Wardens shall be elected by the Vestry; in all other cases, the Rector shall appoint from the Vestry the Senior Warden, and the Vestry shall elect the Junior Warden.

Canon 9, Section 4

(a) At the first meeting of the Vestry, they shall also elect a Clerk, who shall keep the minutes of the Vestry meetings and record them in a book provided for the purpose, and a Treasurer who shall receive and disburse the revenues of the parish as the Vestry shall direct. [He] The Treasurer shall keep an accurate account of all receipts and disbursements, rendering an [annual] account annually to the

Vestry [for an audit] and at such other [in addition thereto, an account at any] times as the Vestry may direct. The books of both the Secretary and the Treasurer shall always be open to the inspection of the Rector and the members of the Vestry of the Parish, and of the Bishop of the Diocese. Neither the Clerk nor the Treasurer need be a member of the Vestry.

Canon 9, Section 5

(a) It shall be the duty of the Wardens of every Parish to give written notice to the Bishop of an impending vacancy in the Rectorship no later than ten (10) days after such an impending vacancy is made known. Subsequent to such notice, the Wardens shall counsel with the Bishop regarding qualified [he will recommend to the Wardens the persons whom he deems qualified for consideration as] nominees for the Rectorship of such Parish.

(b) A Rector shall be elected at a meeting of the Vestry by affirmative vote of at least two-thirds of the <u>entire</u> Vestry given by written ballot. <u>The Rector</u> [He] shall have been nominated at a meeting of the Vestry held not less than <u>one</u> [two]

week[s] prior to the meeting at which the election takes place.

1. If a nominee is not taken from the group recommended by the Bishop, the name of the clergy proposed as a nominee shall be made known to the Bishop who shall respond in writing or by conference with the Vestry before the election [within twenty (20) days]. The Vestry must consider such response before proceeding with an election [at a meeting duly called for that purpose].

Canon 9, Sections 1 through 5, Moved, seconded, CARRIED as follows:

Canon 9, Section 1

(a) At any time between the Annual Meeting of Diocesan Convention and the 25th of April following, after due notice is publicly given at Divine Service on the two Sundays next preceding, there shall be held an Annual Meeting of the Parish for election of Vestry members and for the transaction of such business as may properly come before the meeting.

(c) At all parish meetings the Rector (if there be one; if not, a Warden) shall preside. The Clerk of the Vestry shall act as Clerk of the Meeting.

Canon 9, Section 2

(a) The number of Vestry members, as prescribed in the Articles of Incorporation of each Parish, shall be no fewer than three or more than fifteen, and within these limits, the Parish, by a majority vote, may fix or change the total number elected annually. Communicants in Good Standing in the Parish shall alone be eligible to serve on the Vestry; the Rector shall be ex-officio a member and presiding officer of the Vestry.

Canon 9, Section 3

At the first meeting of the Vestry after the annual election there shall be chosen from among its members a Senior and a Junior Warden. In case the parish be without a rector or in case of the organization of a new Parish, both Wardens shall be elected by the Vestry; in all other cases, the Rector shall appoint from the Vestry the Senior Warden, and the Vestry shall elect the Junior Warden.

Canon 9, Section 4

(a) At the first meeting of the Vestry, they shall also elect a Clerk, who shall keep the minutes of the Vestry meetings and record them in a book provided for the purpose, and a Treasurer who shall receive and disburse the revenues of the parish as the Vestry shall direct. The Treasurer shall keep an accurate account of all receipts and disbursements, rendering an account annually to the Vestry and at such other times as the Vestry may direct. The books of both the Secretary and the Treasurer shall always be open to the inspection of the Rector and the members of the Vestry of the Parish, and of the bishop of the Diocese. Neither the Clerk nor the Treasurer need be a member of the Vestry.

Canon 9, Section 5

- (a) It shall be the duty of the Wardens of every Parish to give written notice to the Bishop of an impending vacancy in the Rectorship no later than ten (10) days after such an impending vacancy is made known. Subsequent to such notice, the Wardens shall counsel with the Bishop regarding qualified nominees for the Rectorship of such Parish.
- (b) A Rector shall be elected at a meeting of the Vestry by affirmative vote of at least two-thirds of the entire Vestry given by written ballot. The Rector shall have been nominated at a meeting of the Vestry held not less than one week prior to the meeting at which the election takes place.
 - 1. If a nominee is not taken from the group recommended by the Bishop, the name of the clergy proposed as a nominee shall be made known to the Bishop who shall respond in writing or by conference with the Vestry before the election. The Vestry must consider such response before proceeding with an election.

The Committee recommends adoption of the following addition to Canon 9.

Canon 9, Section 13

Every parish shall designate an attorney, currently licensed to practice law within the State of Washington, who will advise it on legal matters.

Moved, seconded, CARRIED.

<u>Amendment, moved</u>,.....who will advise it on legal matters, the attorney shall be currently licensed and shall be a communicant in good standing.

Failed for lack of a second.

<u>Amendment</u>, change the word shall to encourage. Every parish <u>be encouraged</u>....

Call for the question to end debate. Carried.

Motion CARRIED as follows:

Canon 9, Section 13

Every parish shall designate an attorney, currently licensed to practice law within the State of Washington, who will advise it on legal matters.

The Committee recommends adoption of this addition to Canon 20, Section 2.

Canon 20, Section 2

A communicant in Good Standing is a Communicant who is 16 years old or older, and who is a recorded contributor to the support of the Church with money or with personal service, as determined by the rector or vicar of the congregation.

Moved, seconded, CARRIED as follows:

Canon 20, Section 2

A communicant in Good Standing is a Communicant who is 16 years old or older, and who is a recorded contributor to the support of the Church with money or with personal service, as determined by the rector or vicar of the congregation.

32. Bishop's Cross Presentations

Your father was the church sexton. Your family dwelling was located in the parish house. It's pretty safe to call you a "cradle" Episcopalian! Those early memories certainly have stayed with you, because church and home continue to be one and the same.

She has sung in the church choir at Saint John the Baptist, Seattle, for some twenty years, melting the hearts of all who hear her, and has served on numerous committees and commissions both in the parish and the wider Diocese. Whether it's books that need straightening in a pew, a parishioner to be cheered up with a crazy card, or a piece of equipment that just seems to appear out of nowhere, she sees need and responds. She was part of the Social Action Committee in her parish that furnished a room in a downtown hotel for homeless people.

But it's her ability to respond appropriately at times of crisis where she really shines. As an active Red Cross Volunteer, it's not unusual to be wakened in the middle of the night to minister to a family who has lost their home to fire or some other disaster. While easing the trauma people are experiencing with her warm calming manner, her very practical side is finding the resources to assist them in beginning anew.

No matter where she is, this very special, honest, earthy, loving lady with the cheery smile is bringing joy to whomever she meets. It gives me great pleasure to present the Bishop's Cross to ELLEN FREEMAN.

To walk with each person, honoring them as a member of the Body of Christ is a true gift of this woman. Yet she is never over involved, or lacking in respect for her own boundaries. This is not an easy task when one's ministry is with troubled youth, the jobless, the neediest in our society.

I found the following description a delightful example of her ministry. "On a day this summer she helped someone who was not literate and who did not speak English fill out a job application. She carefully and patiently helped him understand what his abilities were and how they might serve in a job — there was a lot of mime involved. In the midst of this she answered the phone a half dozen times adeptly fielding a call from a City official, a call from a public phone on the dock in Dutch Harbor, Alaska (it takes five minutes for all the coins to drop), a call from someone just wanting to say hello, a referral from another agency, and a salesman. While this was happening, the lady who has lost five sets of false teeth in six months announced (as she does every day) that someone had just shot her son, and the man called the 'automatic vacuum cleaner' vacuumed the rug three times. Somehow, in the middle of it all, this woman managed to get the altar at the Ministry of Saints Martha and Mary ready for noon Eucharist."

With each person she is present, whether it's taking the sacrament to the sick, sharing a meal with someone who is lonely in her parish — Saint John the Baptist, Seattle — or as a faithful volunteer at Saints Martha and Mary. This quiet unassuming woman — offering hospitality and prayer — helps others to know that indeed "whenever two or three are gathered...Christ is in their midst." It is my great pleasure to present the Bishop's Cross to ROSEMARY BOLSTAD.

- 33. Report of the Committee on Resolutions Part 3 (postponed)
- 34. Report of the first ballot rerun (postponed)
- 35. Order of Worship for the Evening
 Officiant: Curt Zimmerman

Convention Recesses until Saturday at 8:00 a.m.

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8:00 a.m. Convention Reconvenes

36. Celebration of the Holy Eucharist

Celebrant: The Rev. Christie Close

Homilist: The Rev. Donald Mackay

In the name of the Father and of the Son and of the Holy Spirit. Amen

Good morning! It is a joy and a pleasure to stand before you this day and share with you the Word of God. I know a man that is known to some of you, he is a colleague, a former priest of the Diocese of Montana, and retired Bishop of North Dakota. His name is George Masuta. George is a wonderful man, and one time in his ministry he had some business cards printed up, and on his cards he had this little statement, and he used to love to leave them around for people. The statement read, "What in the world are you doing for heavens sake?" Now if this sermon had a title, and I'm not want to give sermons titles, but if it had one, that would be it. What in the world are you doing for heavens sake?

In our Gospel for today the ever so familiar words of Jesus when he speaks to his disciples and says, "go therefore into all the world and make disciples, baptizing them in the name of the Father and of the Son and of the Holy Spirit. And teaching them to observe all that I have shared with you. Go, go into the world."

What are we doing in the world for heavens sake? The Bishop began his Address yesterday by sharing with you some advice that was given to him, "take hold of the hand of Jesus and go for it!" Jesus was standing before the disciples and saying, take my hand I will be with you always, go for it, go into the world and be who you are called to be. And that is the challenge for us today. The challenge out of the Gospel and the challenge out of the Epistle, where it talks about some planting the seeds and some caring for them and some harvesting them, we know it well. As I was thinking about these Propers and about the lessons from Matthew, I thought what would it look like? What would the church look like if that were really our mission? It is, by the way, but if we really took it seriously. If every morning when we got up and we looked in the mirror, emblazoned across the top of the mirror were those words of Jesus, and we knew he was speaking to us and saying to each one of us, go today into your world, and be my witnesses.

He speaks also to his disciples and to us in the first chapter of the Book of Acts and the second chapter and he says, you shall be my witnesses in Jerusalem, and then he names other places. If he were speaking today they would be places that would be familiar to us, places like Bellevue and Vancouver and Kirkland and Bremerton, etc. etc., go. What would it look like? And then I thought, what did Jesus do when people asked him what things looked like.

And Jesus told a parable, a story, and he would say things like, the kingdom of God is like, and then he would share something. Well I am going to tell a story today. It is a story that I remember, it is not my story, but it is a story that was told by a man by the

name of Tony Compolo. Some of you know him, some of you may have read this story. Tony is a Christian, a sociologist, a college professor, and he is a coveted speaker so he gets asked to go and give presentations, talks and speeches all over the place.

One time he found himself being called from his east coast home to go to Honolulu; and there he was in Honolulu. Now if you have ever flown from the East coast to Honolulu you know what happens to your time clock. He was in the hotel the first night and he woke up, wide awake a little bit before 3 in the morning. His body said it is 9 o'clock and he couldn't go back to sleep, and besides that his body also said it is time for breakfast. He got dressed and went downstairs. Nothing was open so he went outside from the hotel, he wandered around a bit until he wandered up a side street and he found a place, a diner that he said really typified the greasy spoon title. One of those places were you are afraid to open the menu because you're not sure what might crawl out.

And there he was in that place, no one else was there, and he ordered a cup of coffee, and then in a weak moment he said he also ordered a donut. Harry, he found was the man's name, this rather obese, unkempt, unshaven man working behind the counter, wiped his hands off on his dirty apron, reached into the jar and gave him a donut. He wished that somehow he had given it to him in a different way, and yet there he was. So he was sitting back, musing to himself, drinking his coffee and eating his donut when the door suddenly burst open and 8 or 9 rather boisterous, sensuous prostitutes came in, and then he was even more uncomfortable than he was when he got the donut. They sat down at the counter next to him because there wasn't any other place and he drank his coffee and he tried to look inconspicuous.

Then he listened to the conversation, and one of the women next to him said to one of her friends, "Tomorrow is my birthday, I'll be 39." And her friend said, "So what do you want from me? I suppose you want a party or something, maybe you want me to bake you a cake? yea rah!" And this woman who he would find out later was named Agnes said, "Why are you so mean, I don't want anything from you. Why would I want anything from you? I've never had a birthday party, and no one has ever baked me a cake, and why would I want anything from you? Be quiet."

Right then Tony got an inspiration. Soon the ladies left and he said to Harry, behind the counter, "Say do they come in here every night?" Harry said, "Yes they do." And Tony said, "This one next to me," Harry said "You mean Agnes" and he said "Yes that's the one. Does she come in every night?" And he said, "Same time just like clock work every night she is here."

So Tony said "What about if we throw a party for her, a birthday party, tomorrow's her birthday." Harry began to smile a little bit and called to his wife who was back in the kitchen cooking and said, "Hey, this crazy guy out here wants to have a birthday party for Agnes." And they said what a wonderful idea so the plans were made and everything was set for the party. The next night Tony came back to the same place, same time and the place was decorated with crepe paper. The sign on the wall said, "Happy Birthday Agnes." It was cleaned up and it looked like a different place. They sat down and waited and pretty soon people began to trickle in.

Word had gotten out on the street, prostitutes from all over Honolulu were filling up the place. The place was full, and at about the appointed time Agnes and her friends came bursting through the door and they said Happy Birthday Agnes. Her knees buckled a bit, her friends caught her as she was stunned, speechless, touched. They led her over to the counter and she sat down. They said to her again happy birthday as Harry brought the cake out. Her mouth fell open, her eyes began to fill with tears. They put the cake down in front of her, they sang Happy Birthday to her, and Harry said blow the candles out so we can have some. She just stared at the cake. Finally they convinced her to blow the candles out and Harry handed her a knife and said now cut the cake.

She looked at it and she said, "Do I have to, let me wait a minute." She looked at it lovingly, like it was the most precious thing she had ever seen. A sacrament of love for her, and she said "Do I have to cut it?" And Harry said, "Well no I suppose you don't have to cut it." And then she said something even more strange, she said "I would like to keep it for awhile - I don't live far from here can I take it home. I'll be right back." They looked at her with a puzzled look on their faces and they said sure, you can take it. She picked the cake up and Tony said she carried it like she was carrying the Holy Grail in a sacred Cathedral and she walked out the door.

There was silence, stunned silence and Tony said he did something on the spur of the moment that he wondered about. He stood up and said "What do you say that we pray?" Now what an improbable picture this is. A Christian sociologist surrounded by every prostitute in Honolulu in a greasy spoon diner and he says, let us pray. But he did. A simple prayer. He prayed for Agnes that somehow she would meet Jesus, that somehow she would find salvation and that God would be good to her, especially on her birthday. He said Amen and the party resumed.

Harry said to him, "Hey, I didn't know you were a preacher." He said "I'm not a preacher, I'm a sociologist." Harry said "Well what kind of a church do you come from anyway?" Tony, inspired by God's spirit said, "I guess I come from a church that throws birthday parties for prostitutes at 3 o'clock in the morning."

And Harry said, "No you don't, there's no such church like that, if there was," he said "I would join it." And Jesus said, go into the world and make disciples in my name.

Now I don't think it means that we have to do what Tony did. But we do, and we are challenged to do, what Jesus did. And the Pharisees said to Jesus' disciples, why is he eating with prostitutes and sinners? Because he was there in the world as a sacrament of God's love. He was in the world, doing what the Lord asked him to do. And he says to us, go into the world and do what you need to do to share my love.

Archbishop Temple reminds us that the church is the only society that exists primarily for those who are not members, and yet look where we spend most of our time and most of our energy.

What would it look like if we took seriously that mission to go into the world? What in the world are we doing for heavens sake and how are we doing it? Properly understood, you and I, together and individually, are the extension of God's incarnate presence

in the world; and we take the hand of Jesus and we go for it. If it means we find ourselves in a greasy spoon diner in downtown Honolulu to somehow or other share the love of Jesus with those who come in, then so be it.

What would it look like? Here we are gathered here at this Convention. What difference does it make to the world around us, to Tacoma outside those doors, one block, two blocks, three blocks away, that we have been here. Yes, it will make some difference to the women at the Women's Shelter with those things that we have given them, but we have not had the opportunity to look into their eyes and to take them gently by the hand and to say to them Jesus loves you, that's why we do this. Oh yes, it will make a difference to Tacoma that we have been here because we have dropped a good deal of money in this place. Isn't that nice, but what difference does it make? I have a vision that next year I would like to see the headlines in the Sunday paper say something like this, "Crazy Episcopalians gather together in Tacoma and they take their banquet out into the streets and they eat with the homeless, and they share the love of Jesus with those in the world." That would be different, wouldn't it?

We are doing some wonderful things in our individual parishes, and in our diocese with ministries in the world. Sts. Martha and Mary Ministry in the market place is the church in the world. Kairos Ministry is the church in the world, and the list can go on and on but there is a danger in those things. The danger is that we can look at them and we can say, we are doing it and relax. But Jesus says to all of us, go into the world and be the extension of my incarnate presence in the lives of those that you touch. Now how can we do that? How can we take it seriously, it is so easy in so many different ways.

There is a church in Oregon that has a ministry that they call the Umbrella Ministry, and they actually have people that pray that on Saturday it will rain, because when it rains and it rains hard on Saturdays, the people in that ministry take their umbrellas and they go to the big super markets and grocery stores and they hang out near the entrance and when they see someone parking their car and getting out, they run out to the car, put up their umbrella and say, "May I escort you to the door?"

They take them to the door of the supermarket, they stop and they wait there until they come out and they take them back to the car. Then they hand them a little card that says we are doing this because we want to share with you the love of God in Jesus Christ. On the flip side of that card is the name of their church and the times of their services. They simply give it to them and say have a good day. Anybody can do that.

A little thing yes, but one of the pastors of one of those churches said that a man came to church one Sunday and he said to the pastor, "What in the world is it that you people are doing?" The pastor said, "Why?" And he said, "Because for 2 1/2 years I have been finding these crazy cards in my car that have been given to me by people with umbrellas and people who wash my windows when it is parked downtown. I had to come here and find out what in the world you are doing." He said, "Good, this is what we are doing."

If you have a prayer group or a Bible study group that meets in a neighborhood, get together some Saturday at 10 o'clock this time of the year and go around close to that neighborhood and find a lawn that is covered with leaves and go up to the door, knock on it

and say we would like to rake your lawn. The people will probably say well how much does it cost and you will say nothing. They will say, why are you doing this and you can say, we are doing this to say that Jesus loves you and we just like to do it. Now that may be too scary, I don't know, I hope not, but it works. Go into the world and share.

I went and visited someone in the hospital once, what we call in Montana, a shirttail relative. His name was Merrill Miller. Merrill was dying of cancer. I visited Merrill a number of different times, and the only thing that Merrill knew about Jesus Christ was that was what you said when the horse stepped on your foot when you were putting the saddle on. That was really all he knew. I visited with Merrill a number of times and then I said, "Merrill, I am coming back tomorrow and would it be alright if I brought a friend with me?" He said, "Sure, that's fine." So I came back the next day and he said, "Where is your friend?" I said, "He is here." He said, "I don't see anybody." I said the friend I brought with me today is Jesus Christ and I would like to introduce you to him, and I did. And Merrill Miller, tough cowboy, diamond in the rough kind of person wept with tears of joy as he received Jesus as his Savior and his Lord. Before he died Merrill gave me permission to share that story at his funeral and with a little smile on his face he said, "That will shock 'em won't it." And it did.

Go into the world and make disciples. Take Jesus by the hand and go for it. What in the world are we doing for heavens sake! Lets do it for him. Amen

34. Report of the First Ballot Rescheduled (re-run)

Diocesan Council (simple majority of both orders)

Ballots cast:		396	
Needed to elect:		199	
Clergy:	*Mary Jane Frances	207	Elected: 4 year term
	*Stephen Moore	185	Elected: 1 year term
Lay:	Becky Clark	183	
, and the second	*George Garcia	241	
	Jack Lyons	179	
	Rory K. Miller	175	
	Christina Polf	111	
	Kathryn Rickert	176	

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Elected: George Garcia - 4 year term

Carl Spitzer

Second Ballot Diocesan Council (Lay Ballot only)

37. Report of the Committee on Admission of New Parishes & Missions
Bishop Warner called Harry Strong forward to introduce the newest parish
requesting union with Convention.

Mr. Strong reported that the second congregation to apply to the Committee on Admission of New Parishes and Missions is St. Paul's Episcopal Church, Port Townsend.

St. Paul's has a unique history. It was formed as a parish in 1860, some 135 years ago, but when the community suffered a financial crisis in 1893 it was forced to convert to a mission. Over the years they have grown in strength and service. For the past 15 years they have balanced their budget without a grant from the Diocese. They now seek to regain their parish status.

The Committee on Admissions has reviewed the application, found they have met all the requirements of the Canons, and has recommended approval. The Bishop has accepted the recommendation and has recognized the Rev. James Phinney as Rector, Tracy Morgan as Senior Warden, and Nancy Pearsall as Junior Warden, and therefore put the following motion to Convention for action.

Moved, that St. Paul's, Port Townsend be admitted into union with Convention as an organized parish congregation. Seconded.

Convention affirmed the resolution with an overwhelming Alleluia.

Members of the congregation paraded into Convention behind a banner made by artists in the parish as a memorial for John Reif. Tracy Morgan thanked the Convention for their affirmative vote, stating that St. Paul's is very pleased to no longer be known as the oldest, longest and slowest mission, as they prepare to march into the 21st century. She asked prayers for Jim Phinney and the family on the recent death of Shirley Phinney.

Bishop Warner asked Convention to celebrate with the Congregation in their recent loss and in their ongoing work and life in the community of Port Townsend by singing, <u>The Church's One Foundation</u>.

- 33. Report of the Resolutions Committee Resolutions of Courtesy Joann Paolozzi reported she would read all the Resolutions of Courtesy, 94/C/5-4-6 prior to voting. She also noted there are a total of 29 resolutions to be addressed prior to the closing of Convention. Joann requested courtesy to each other and to the time required to consider this number of resolutions.
 - (i) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its love and best wishes to Lillian, widow of our beloved retired Bishop Ivol; and to retired Bishop Robert, and his wife Theresa with special thanksgiving for their ministry among us.
 - (ii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its greetings to the Right Reverend David Cochran, retired Bishop of Alaska, and to Mary, his wife; to The Right Reverend Lane Barton, retired Bishop of Eastern Oregon; and the Right Reverend Charles Burgreen, retired Suffragan Bishop of the Armed Forces, and his wife Helen, with thanksgiving for their ministry among us.
 - (iii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its greetings to the Most Reverend Edmond L. Browning, Presiding Bishop, and his wife, Patti, with particular thanks and appreciation for Bishop Browning's prophetic vision and leadership during General Convention in Indianapolis.
 - (iv) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its heartfelt love and sympathy to Frances Hodges, widow of James Hodges, Vice President Finance, Emeritus, that she may know of our continued appreciation for his ministry and leadership among us.
 - (v) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its warm greetings and congratulations to Saint Luke's, Sequim, celebrating their Centennial; and Saint John's, Snohomish, celebrating the Centennial year of their current building in 1994.
 - vi) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks and appreciation for the long hours and thoughtful counsel provided by our Chancellor, Donald Mullins, Esq., and Vice-Chancellor, Duncan Bayne, Esq., who embody a Christian understanding of what, because of the law we have the right to do, balanced against what is the right thing to do, and daily give freely of their time and talent.

- (vii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks and appreciation to Mr. Denny Bacon, Treasurer of the Diocese, for his visionary and thoughtful leadership in directing the financial stewardship of our Diocese in these challenging times.
- (viii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks and appreciation for the ministry of the Diocesan Altar Guild as they celebrate their 60th anniversary.
- (ix) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks and appreciation to the Rev. Joann Paolozzi for her leadership as President of the Standing Committee.
- (x) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks to all persons clergy and lay who have given freely of their time and talents to provide the leadership for the Diocese over the past year, especially those who are completing their terms on Diocesan Council, Standing Committee, Board of Directors, and various Commissions, Committees and Task Forces.
- (xi) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its warmest congratulations to all those who worked so hard to make the Episcopal Retirement Home a reality and now enjoy the fruits of their labor through those who make Canterbury Manor, in Bremerton, their home.
- (xii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks to the Secretary of Convention, the Reverend John G. Schaeffer, for his leadership in preparing for this Convention; and its best wishes to him in his retirement.
- (xiii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks for the ministry of all who have worked so hard on this Convention's planning, especially the Chair of Dispatch of Business, Mrs. Phyllis Gill, and Ms. Pearl LaRonde, Assistant Secretary of Convention for their dedicated and effective work.
- (xiv) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks to those who planned our worship, served as pages, tellers and in other capacities behind the scenes, making it possible for this Convention to be together to share its stories and conduct its business to the Glory of God.
- (xv) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its most sincere thanks to the clergy and people of Saint John's, Kirkland, the host parish for this Convention; and especially for the work of the Rev. Don

Mackay, rector; Earl and Anne Payne, Convention coordinators; Nancy Swanson, exhibit chair; Diana Lampard, Jonie Pritchard and the many other members of that congregation, for their talent and hard work in arranging for us to gather together in this place.

(xvi) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia commend the members of the Compline Choir for four decades of witness to God's glory and the beauty of holiness, and BE IT FURTHER RESOLVED, that the Compline Choir and their director, Peter Hallock, be recognized as Evangelists of the Episcopal Diocese of Olympia and commissioned to continue their ministry through music and worship wherever they are called.

All Courtesy Resolutions were <u>Moved</u>, seconded, and **CARRIED** with the raising of the green cards amid the applause of Convention.

38. Capital Campaign Proposal

Bishop Warner introduced the Rev. Steve Gehrig and Andrew Pringle, Cochairs, to report on the Capital Campaign proposal. Steve Gehrig, greeting Convention, asked the members to sit back and relax to hear something good.

It is a pleasure and a privilege to speak to you today about what I believe is the most exciting thing to happen in this Diocese since we elected Vincent our bishop. Not only do we have a chance to do something fun, visionary, exciting and meaningful in the next eight months - we have the opportunity to take our place with those who have gone before us and build on the foundation that was laid for us by them. One of my colleagues made the statement not long ago that the chance to participate in a capital campaign is the greatest privilege he's had in his entire ordained ministry - the opportunity to take our place with those who have gone before us, who have had vision, who have been evangelists, and who have been effective. Because this is about mission, and evangelism, and faithfulness. We have a chance to build on what we have been given and pass on to the future generations a church that is stronger and better equipped to fulfill the Great Commission that Jesus gave us when he said "Go and make disciples of all nations." It's a great answer to the question, "What in the world are you doing for heaven's sake?"

We heard from Bishop Warner yesterday the good news and the bad news about the Episcopal Church in Western Washington these days. The good news is that the Church is being faithful to the Great Commission and it is growing. Our portion of the Body of Christ is getting stronger - it has breadth and depth and vitality. The bad news is that we don't have enough room to accommodate all the people who want to worship in the Episcopal Church. We have an opportunity to do something about that - its an opportunity to build up the Body of Christ, and further build on the foundation that was laid for all of us by those who have preceded us. To use St. Paul's words, "...one plants ...another waters.. but

God gives the growth. For we are God's servants. Working together; [we] are God's field, God's building." (1 Corinthians 3)

With this campaign, we have a chance to live into our mission statement "to become one people of God who proclaim boldly by word and action the reconciling Gospel of Jesus Christ."

The challenge before us is to meet the needs of a growing population by expanding existing congregations and generating new ones. Our challenge is to give people places to worship and nourish their souls, not just now, but for generations to come. Our challenge is to build up the Body of Christ - especially our children - by expanding our facilities for retreat and inspiration, so that the people of God can be renewed for mission and ministry.

It should come as no surprise to anyone that our growth as a church is not keeping pace with the population growth in Western Washington. But with this capital campaign, we can grow the church, build up the faithful, and build on our foundation for generations to come. Let me tell you a bit about how we've arrived at this proposal - then I'm going to show you a presentation that outlines the overall campaign. After that, we need to talk about it. So after the slide show, we'll talk at our tables about the campaign, and then open it up for discussion by all of us.

But first, let me tell you how this idea has developed. Over the past 5 years, many people in the diocese have worked to help us understand how we can be faithful to the environment in which we live. We've learned where the population is growing, we know what churches are growing and we know which congregations need help in order to grow. We've used demographic studies, the best of church development strategies, and a lot of prayer to determine where God is calling us to be in the next 10-15 years. As a result, and with your approval, we propose to establish ten new congregations over the next ten years; to acquire land for two new congregations, to begin construction on at least one new church, to expand the facilities of four congregations and to fund leadership training and growth.

With your approval, we also propose to upgrade our retreat facilities at Camp Huston by building a new swimming pool and bath houses and putting new roofs on all the buildings there; we propose to expand and upgrade St. Andrew's House by improving and expanding the bathroom facilities and making them handicapped accessible, enlarging the dining area, building a new chapel and a meeting room. This will enable St. Andrew's House to double its capacity and income, and become self-sufficient. We also propose to upgrade the Clergy Cottage before we lose it - to rebuild that structure and bring it up to current code and zoning requirements so that it can serve as a retreat facility for clergy and an overflow facility for St. Andrew's House.

With your approval, we also propose to establish an endowment fund for outreach. Jesus reminded us that the poor will be with us always - and he also added that we are our brothers' and sisters' keepers. Since the financial needs always exceed the demands, we propose establishing an endowment fund which would ensure ongoing support for ongoing ministry to and with our neighbors.

We believe that there will be costs associated with the campaign which have to be figured in - it takes money to raise money - and so the total, we project, will be \$7.5

million. All the advice we received from those who know these things tell us that this is "do-able" and our chances of success are excellent.

This campaign has got to be owned by the larger diocese and so we are bringing it to Diocesan Convention for approval. Once approved, we propose to run a campaign in every parish with an ingathering on Pentecost of 1995 - which will be on June 4th.

Now, before we take a look at the slide show, let me tell you what we've done so far. We've had a series of regional meetings around the diocese which some of you have attended. The feedback we received at those meetings has been very helpful. Not only have we been encouraged to pursue this campaign, we've received some very helpful and constructive criticism of our plan. For example, we've heard people say our proposal for an endowment fund for outreach needs work. We have to tighten it up and be more specific about what it's for and how it will be used. We've heard that \$500,000 may be a lot to spend for campaign costs and development. We've heard the concerns of congregations who think that a capital campaign might hurt their own stewardship or jeopardize their chances for a successful building campaign in their own parish.

These concerns are real and they are important - and let me respond briefly to them. The proposal for an outreach endowment DOES need work and a lot of prayerful consideration, but we think it is just good, sound stewardship to give 10 cents of every dollar to work beyond our immediate needs. We think \$500,000 over 5 years to raise \$7.5 million is a bargain - between 6% and 7% - almost every capital campaign run in the secular world costs at least 10%. This is a good deal. And to those who fear that a capital campaign will drain their stewardship in the local congregations, I say this: when everybody gives, everybody wins. When people have the opportunity to give to their church, they almost always respond - and when they do, giving in the parish rises as well.

We can do this. I believe we have to do this, and I believe God is calling us to do this. This is the first capital campaign done for missions in this diocese in my lifetime. Since the time of Stephen Bayne we have not had a capital campaign to grow the church, it is time. The last capital campaign we did was in 1969 or 70, at the height of the Boeing crisis to raise money for Camp Huston. Bishop Curtis was approached and told that this was not the right time to do a campaign. Bishop Curtis' response was that there is never a good time to do a Capital Campaign, but there is God's time and I believe that that time is now.

What I want all of you to know - and I thank Robin Moore for her fabulous sermon yesterday - this campaign is NOT about bricks and bucks and bodies. It is about being faithful, and about proclaiming the reconciling Gospel of Jesus Christ.

This campaign is not about being heroes and heroines - its about being faithful disciples and evangelists of our Lord.

This campaign is not about institutional survival - its about institutional faithfulness to the living God who calls us to share the Good News.

We have a chance to be faithful, to grow the church, and to build on the foundation that was laid for us - for the sake of those who come after us. It is a privilege to be called to this. I pray that we will be faithful and respond to that call. The need is urgent. The time is now.

A slide show was presented highlighting the needs in many of the congregations in the Diocese, followed by table discussions.

Following the slide show, Andrew Pringle spoke about the Capital Campaign from his perspective.

He referred to the fact that what has been happening with members of the Campaign Committee, and is needed to continue to happen on the diocesan level, is Lvangelism. To take the word of the Lord to people, Lpiscopalians, the unchurched, to reach out to do that which we have been called to do. Mr. Pringle said that one of the goals he was asked to share has nothing to do with money but deals with our faith, doing that which we have been called to do; we have to stretch ourselves, to make it possible for everyone to reach the word of the Lord.

The campaign strategy is basic; it starts in our parishes, in our pews, to join as I.piscopalians in a diocese, and to take our combined strength and might to come together in one body to do the Lord's work. Each parish will be able, through a negotiation process, to develop whatever level they can to contribute to this campaign over a period of 3 to 5 years in order to generate the pledges to help our parishes and missions that are in need. It is very flexible. There are several parishes that are currently launched into their own capital campaign and this effort is not intended to derail but to help in what they are doing. The campaign will be rapid - a period of 3 to 5 years to pay into the pledges.

Table Discussion Groups

Members of the convention shared in discussion of the Campaign using the following questions as a base.

- Questions: (1) How can this effort help us be faithful to God's call to mission?
 - (2) What excites or concerns you about Episcopal Church growth in our Diocese?

39. Report of Committee on Resolutions - Part 4:

The Bishop called on Joann Paolozzi to present the resolution.

Resolution #4 - Diocesan Capital Campaign

<u>Moved</u>, RESOLVED, that this 84th Convention of the Diocese of Olympia approve a diocesan-wide capital campaign in each congregation to raise \$7.5 million in cash and pledges by June 1995, for the following purposes:

• \$5,550,000 million to begin planting up to eight additional congregations, to purchase land for two new churches, to lend money to build at least one

- new church and expand four others, and to train leadership for growth.
- \$400,000 for Huston Camp and Conference Center, toward replacing and relocating the present swimming pool and bathhouse, upgrading and expanding a second bathhouse, and providing new roofs for conference center buildings.
- \$300,000 for St. Andrew's House and the Clergy Cottage, toward enlarging the dining area, providing additional and upgraded bathrooms, building two handicap accessible bedrooms and baths, and building a new chapel/meeting room for the main building, and winterizing and renovating the Clergy Cottage for comfort, safety and code requirements.
- \$750,000 (10% of the total campaign goal) to initiate an endowment for Church in the World.
- \$500,000 over five years (1993-1997) to fund consultants, staff and program costs to plan the campaign and support congregations in the campaign.

The Resolutions Committee recommends a PASS. (For explanation and rationale see the Report of the Committee on Resolutions in the Reports section of this Journal.)

Motion seconded.

Discussion on this resolution raised questions, affirmations, and concerns by some individual parishes. These were responded to by members of the Campaign Committee and the Bishop's staff. (A tape of these comments is available for review at the Diocesan House.)

<u>Amendment, Moved</u> and secondedthat 1) the endowment for outreach be increased to \$1,500,000 and, 2) that income from the campaign after costs be allocated first to the endowment for outreach.

Moved, seconded call for the question to end debate. **Carried**. Amendment Failed.

Moved, seconded call for the question to end debate. **Carried**. Resolution **CARRIED**.

Convention joined the Bishop in rejoicing with the passage of the Resolution for the Capital Campaign by joining in singing, <u>The Churches One Foundation</u>.

40. Report of the Second Ballot (Diocesan Council only)

Dioc	<u>esan Council</u> (simple n	najority of both orders)	
Ballots cast:		383	
Needed to elect:		192	
Lay	Becky Clark	179	
	Jack Lyons	187	
	Rory K. Miller	138	
	Christina Polf	78	
	Kathryn Rickert	138	
	Carl Spitzer	43	

No election

Carl Spitzer removed his name from the ballot

40. Third Ballot (on the way to break)

41. General Convention Report - Part 3:

Bishop Warner introduced Lyn Goetz, Chair, diocesan Budget and Finance Committee, to report on the impact on this diocese of the budget funding changes discussed at General Convention.

The Program Budget and Finance Committee listened well as they received feedback from many dioceses and various interested parties regarding the funding formula and spending allocations. They have been testing new funding methods and structures that would hopefully lead to new opportunities. The final result is a formula based on the current year's diocesan income as opposed to the previous method based on the prior year's combined parish income.

The opportunities presented to us come in two forms:

<u>CHOICE</u> ... A Covenant Range that is both equitable and flexible within which we can make our giving commitment, that will also serve as a model of commitment for parishes to follow. For our Diocese, the 1995 range is between \$499,481 and \$622,450 or approximately 22% of our diocesan income at the maximum asking level. For future years, the annual percentage rate will never exceed 22.375% of each year's diocesan income.

CHALLENGE In order to fully fund the mission and ministry of the Church, the House of Bishops encouraged full funding of the budget at the highest level. Since it has always been our diocesan tradition and priority to support the National Church by giving our full apportionment, we will be working over the next three years to meet this challenge. Our Diocese has experienced increasing growth to catch up to our full asking under the new structure. By God's grace we will be able to meet this challenge by working together in partnership with each other.

42. Treasurer's Report

Bishop Warner called Denny Bacon, Treasurer of the Diocese, to make the annual Treasurer's Report on the state of the diocesan finances.

Mr. President, Mr. Secretary, Members of Convention, Good Morning! For the third time I stand before you to deliver the financial reports of our Diocese with a strong sense of responsibility for what you have elected me to do; to provide oversight and management for the assets and financial practices of our diocesan corporation. I feel privileged to be able to do this, for the results of the recent past and our plans for the future, as defined by the capital campaign and the 1995 budget, represent the best of our collaborative life together. The budget, as well as the capital campaign, is an enterprise with a life and a soul of its' own, changing around the edges to adjust to contingencies as they occur. Yet within the core of the budget, past, present, and future, lies the common vision we have adopted "to be one people of God, boldly proclaiming by word and action the reconciling Gospel of Jesus Christ."

I am pleased to report that the Diocese ended 1993 with an \$85,000 surplus in the operating fund, and in January of 1994, Council authorized a rebate of this money, fully \$850.00 for each of our 102 mission and parish congregations. We know this was received enthusiastically, for Council heard from numerous congregations about the example of servant leadership that was set by this decision. It was an action entirely consistent with Bishop Warner's charge to shift from top down management to a style of open dialogue between all parts of the Diocese. Additionally, several churches returned their rebate, having decided that it's best use was the payment of past due assessments, or perhaps, their loan from the Diocese. Incidentally, the \$85,000 surplus came from stringent budget management, a staff position left vacant, and higher than anticipated payments on past due assessments.

The annual audit of the diocesan books has been carried out by the firm of Beall, Raines, Gillespie, and Gettman of Seattle, Washington, according to the standards of the Episcopal Church as authorized by General Convention. Based upon these standards, the Diocese received a clean opinion in 1993. Copies of the audited financial statements of the Diocese are available in the Treasurer's office at Diocesan House for anyone to review.

To continue the positive note on our financial health, the 1994 budget is on track through the first nine months, ending with a small credit balance through September 30th. Although we are slightly behind on our percentage of assessments received through nine

months, we are not especially concerned, for historically the summer months are slow and the 4th quarter is a time of catch up for many congregations. Incidentally, the small surplus we are enjoying is directly attributable to several churches making payments on past due assessments in higher amounts than were budgeted, and I want to take this time to thank them: Trinity, Everett; St. Michael's and All Angels', Issaquah; St. Christopher's, Olympia; St. Paul's, Bremerton; St. Barnabas', Bainbridge Island; and St. Hilda's-St. Patrick's, Meadowdale.

What has been so impressive over the last two years is that many of these payments have come from congregations in dialogue with Council about their financial difficulties through the ERT, or Early Response Team. Now ending its second year, this action team, representing the Bishop's office, my office, and Council, has met with nearly 25 congregations, 16 of them this year, to offer help and assessment relief where appropriate. In my opinion this approach has been outstanding. I believe that every mission and parish we have met with truly understands that without the assessment dollars of all our healthy congregations, the resources to help our congregations in need would simply not be available. In other words, Council's ability to offer relief is 100% dependent on others meeting their diocesan commitments promptly and in full. There is a keen sense of the circle closing when those who have been helped are able to stand shoulder to shoulder with those who helped, and offer assistance, through the budget, to those less fortunate. And on and on it goes. This connection that is being made throughout the Diocese is a powerful lesson in the use of our collective resources for outreach and ministry together, not only to the unchurched and needy, but to our own sisters and brothers. Our Council is continuing to budget for a 4% assessment shortfall reserve to ensure the ability of the ERT to function as it has for the past two years in meeting the needs of churches that ask for help.

Having brought you up to date with the state of the budget, I need to tend to a bit of repetitive talk about the four funds of the Diocese for which my office has responsibility. We have just covered the Operating Fund that is responsible for the day to day budgeting requirements of the Diocese. The other funds are less visible: the Miscellaneous Trust Funds are the trust and endowment funds of the Diocese that are invested in the James F. Hodges Investment Fund. The income from these funds is used to support both general operations as well as specifically designated programs. As of December 31, 1993, there was a total of \$8,350,000 in endowment funds. This is an increase in principal of \$103,750 from a year ago. It is important to note that fully 15% of the diocesan budget is supported by this income. The Miscellaneous Trust holds \$1,566,000 in trust for congregations and institutions in the Diocese.

The Mission Development Fund was begun as a way to finance the purchase of real estate for future congregations. Currently this fund has no money available for property acquisition, but when the Capital Campaign is successfully concluded, this is one of the funds that will disburse money for future land acquisition, according to the development plan that will be adopted by the Council and the other appropriate governing bodies.

The last of our funds is the <u>Building Loan Fund</u>, organized by the late Jim Hodges in 1949 to provide temporary construction financing for churches during the big post World War II building boom in western Washington. At that time bank loan officers viewed

churches as good investments in their communities, and felt comfortable assuming the permanent mortgage lending for our churches. By the 80's, however, banks began to view churches as single purpose structures with little liquidity because of their specific use and distinctive architectural style. As a result of this shift in thinking, money is no longer available for our construction needs. The Building Loan Fund (BLF) became of necessity, the lender of last resort for our missions and parishes. The truth of the matter, however, is that this fund has become too small to finance the \$750,000 to \$2,000,000 cost of property and construction of adequate church buildings in todays restrictive environment.

As with the Mission Development Fund, the Building Loan Fund will be a main repository of funds from the Capital Campaign that will be loaned to those congregations whose building projects qualify under the plan to be approved by Council and the other governing bodies.

In concluding this portion of my report, I want to congratulate St. John's in Kirkland for the early retirement of their loan from the Building Loan Fund. This parish took advantage of our interest rate incentive program, saving themselves a great deal of interest expense in the process, and helping to replenish the empty coffers of the Building Loan Fund. St. Luke's, Sequim, another major borrower, is also paying down their loan ahead of time in order to capture the lower interest rates.

I also want to thank all of you who support our diocesan efforts through your attention to the parochial reports (the cornerstone of our budget process) your assessment and loan obligations, and the annual audit process which protects the integrity of our churches. Without your participation, the work of our Diocese would suffer. Thank you all!

I would like to move on now to the 1993 year end report of the <u>Iames F. Hodges</u> <u>Investment Fund</u>, known more informally as the DIF. As of December 31, 1993, the total value of the DIF stood at \$18,706,209, an increase of \$828,331 from the year before. The per share value increased from \$84.77 to \$85.33, and a steady income stream was maintained as the DIF paid out \$3.64 per share versus \$3.55 in 1992. Fifty-five percent of this fund is owned by, and for the benefit of, congregations and institutions of the Diocese.

As a general guideline, the DIF maintains 40% of its assets in bonds, mostly US Treasuries for income, and 60% in equities for appreciation. The actual decisions are made quarterly by the DIF Committee, a dedicated group of volunteers (not all of them Episcopalians) with a broad mix of business backgrounds that includes a number of professionals currently active in the stock and bond markets in Seattle. The DIF Committee is continually seeking qualified investment professionals to serve and is presently having discussions with two people who are interested in serving. I stress that all of the Committee members are volunteers and we have been blessed to have their expertise to guide us through rough times.

That having been said, I think that now is the time to give thanks for the life and ministry of Jim Hodges, our first 'dollar a year man,' who died in September. Not long after World War II, Jim foresaw the need for a mutual fund for interested congregations within our Diocese. From a modest beginning in 1951, the fund that proudly bears Jim's name has appreciated from \$112,000 to over \$18,000,000 in assets, still being managed by volunteers drawn to the fund by Jim's good name and the reputation of the fund for

prudent management and sound choices. We have traditionally enjoyed representation on the DIF Committee from Safeco, for instance, and currently benefit from the market wisdom of Dick Hubbard, President of Safeco Asset Management Co. The mission of the DIF is to maximize income and share value for the holders, consistent with prudent risk management. The result has been one of steady growth to its present level.

With this growth, however, has come heavy responsibility, and I am sure that Jim would want us to frequently weigh the advantages and disadvantages of volunteer management of the DIF. With the increasing volatility and speed of the markets, it may be that the Committee needs to meet monthly rather than quarterly, and to continue to add professionals active in money management. It may be that the time has come to weigh the costs of professional money management (usually 1% per year of the assets under management) versus the opportunity costs of infrequent meetings. In any event, the DIF needs to refine its periodic reports to include comparisons of its performance versus recognized indices so that vestries and Bishops committees can follow the progress of the fund's investments. In keeping with Jim's steady guidance, the Committee will review these options carefully to insure the optimum balance between the lowest costs for the fund and the maximum return for the shareholders, clearly Jim Hodges' last and greatest wish for the fund bearing his name. Thanks be to God for the life of this man in our midst!

Now, on to my last report of the 1995 budget that was unanimously approved by Council in August. This budget actually had its beginnings two years ago when accounting changes were implemented to show all income and expense, including St. Andrews House and Huston Camp and Conference Center, and to build a narrative format that makes this budget understandable to all members of our Diocese; no MBA's required to read our financial reports!

This budget began in the winter months when your parochial reports were tallied to reach our anticipated assessment income figure, easily the largest part of the income side of the budget, and the one subject to the greatest uncertainty. (This years assessment income is projected to be \$2.6 million, up \$108,000 from last year and indicative of the continued growth and good health of the majority of our congregations.) During the same time last winter, those seeking a share of the budget were asked to submit their requests to the Diocesan Council, and as one would expect, the requests easily exceeded our anticipated revenues from all sources.

After grappling with this, Council accepted a preliminary budget proposal from the Budget and Finance Committee to be released for the April regional meetings. During these meetings it became apparent that the Council had misread the desire within our community for greater outreach in support of human needs and specialized ministries. As a result, the final draft of the budget, the one discussed in the fall meetings and approved by Council, contains numerous changes of note from the initial draft in the spring. These changes include elimination of a proposed Yellow Pages ad campaign, a reduction in the new Congregation Special Projects Fund from \$100,000 to \$25,000 in 1995, redirecting this money for greater emphasis on human needs, intercultural ministries, and special populations, and hiring a full time missioner to coordinate diocesan resources in support of these critical areas. This past summer a meeting was held with some two dozen people

interested in special populations and intercultural ministries. When asked what they needed most from the Diocese, the response for a staff person to help them was of high priority. This was the impetus for changing the budget to include the missioner position.

The result is a budget that is only \$18,000 larger than last year, that preserves an adequate shortfall reserve for continued Early Response Team assistance, and emphasizes human needs within our Diocese through renewed focus and additional resources. This budget also establishes a Congregation Special Projects Fund to assist those whose ministry can benefit from diocesan support.

Best of all, I know that this budget reflects the thoughtful participation of more of you than ever before. Through <u>The Episcopal Voice</u>, your delegate mailings which have included drafts of the budget, and the spring and fall regional meetings, this has been a collaborative process where Diocesan Council has gone the extra mile to receive and accomodate your input and make this a joint effort. This budget allows us to pursue our vision together in Western Washington with a heightened awareness of the needs around us and to be assured that our assessment dollars are well spent.

Let me emphasize that our financial house is in good order as we approach 1995. I know that there are legitimate issues for us to discuss that will influence whether we live our vision together or more separately in the future. Episcopalians pride themselves on accepting divergent opinions and, in the past, we have found the common ground. My hope for our future is that we will keep our eyes on the horizon, maintaining the perspective necessary to be productive in a large organization with common goals. At General Convention this past August, Bishop Browning ended his address with the following remark that is as relevant to this gathering as it was then. I quote, "...My dear friends, I believe we have seen the bottom line and now it is time to look up. And as we do, I believe, we are going to see the face of Christ, smiling on our enterprise together." Thank you and thanks be to God.

Bishop Warner thanked Denny for his generosity in the amount of work and time he has spent in stewardship while serving as a volunteer Treasurer for the Diocese.

43. Report of the Committee on Resolutions - Part 5

The Rev. Joann Paolozzi was called on for the continuation of the Resolutions presented yesterday.

#2 RESOLVED, that this 84th Convention of the Diocese of Olympia amend Budget item #6700 Human Needs, Intercultural Ministries and Social Justice Concerns; by transferring \$41,400 from line #67001 (Missioner) to line #67070 thus, increasing the money available for program from \$131,900 to \$178,300. Moved, seconded to consider the Resolution as presented. Carried.

<u>Substitute Amendment moved</u>, that the moneys allocated in the 1995 diocesan Budget under items:

8000 Congregational Special Projects in the amount of twenty-five thousand dollars (\$25,000) (page 39) and,

67001 Missioner (salary), Missioner (benefits) in the amount of forty-six thousand four hundred dollars (\$46,400), (page 35)

be deleted and those moneys allocated to items:

21000 University of Washington Chaplaincy

22000 Other Colleges/Universities

23000 Refugee Resettlement and

24000 Seattle Waterfront (page 19),

with the goal of moving toward funding half-time chaplaincies at the University of Washington and Seattle Waterfront and a quarter-time chaplaincies at Other Colleges/Universities and a specific budget contribution to Refugee Resettlement. Seconded

In order to give Convention more time to discuss this question the Bishop asked that further discussion be postponed until after lunch.

<u>Moved</u>, seconded call for the question to end debate. **Carried**. <u>Moved</u> the Resolution in discussion be postponed until after lunch. (Two-thirds majority required.) **Carried**.

44. Bishop's Cross Presentation

Known and respected by the non-profit community in Western Washington, this woman is recognized for her ministry of devoted service and compassionate leadership. The breadth of her leadership extends from her local congregation, Saint Stephen's, Seattle where she has served on the Vestry, as Warden, and chaired the 50th anniversary capital campaign committee; to the wider diocese where she served as the first chairperson of the Episcopal Charities Appeal as well as other innumerable positions; to the wider community and her involvement in United Way and Children's Hospital. In the latter she serves as a board member, coordinates guilds throughout the state and orchestrates hundreds of volunteers. She speaks passionately about the hospital's dedication to the relief of suffering, and healing and wholeness for children.

She always has time to laugh, to chat, to drop a thoughtful note of thanks, to pitch in and do whatever it takes to get the job done.

It is because of her boundless energy, willingness to serve, soundness of leadership, ability to give vision and ministry a practical reality, and fondness for our Lord's ministry of loving service that I present the Bishop's Cross to **PEGGY HABEGGER**

40. Report of Third Ballot

Dioce	esan Council (simple maj	ority of both orders)
Ballots cast:		382
Ballots required:		192
Lay	*Becky Clark	261
	*Jack Lyons	251
	Rory K. Miller	105
	Christina Polf	34
	Kathryn Rickert	104
	•	

Elected: Becky Clark - 4 year term **Elected**: Jack Lyons - 1 year term

45. Noonday Prayers

Officiant: Sam Brown

L. monedla

1:10 p.m. Convention Reconvenes

46. Fourth Ballot - not required

47. Episcopal Retirement Homes of Western Washington: Canterbury Manor, Bremerton

Bishop Warner introduced Raymond Raines, President of the Episcopal Retirement Homes to update Convention on their activity.

Mr. Raines reported that the Episcopal Retirement Homes of Western Washington (ERH) is a non-profit corporation which is separate from, but affiliated with, the Episcopal Diocese of Olympia. Originally formed prior to 1960, ERH was reactivated in 1975 with a \$1,133,712 bequest by Miss Helen Long of St. Luke's Church, Tacoma.

ERH's mission is: "To enable, establish, and/or operate financially self-supporting retirement facilities with a Christian atmosphere within the Episcopal Diocese of Olympia for older persons without regard to ethnic background, sex, creed, or color."

ERH's strategic plan is for the development of senior housing facilities in partnership with Episcopal congregations in the Diocese of Olympia.

75

Canterbury Manor in Bremerton is the first project completed by ERH. Canterbury Manor, a 76-unit rental apartment building for seniors, is a cooperative effort between St. Paul's Church, Bremerton, and ERH. It was dedicated on September 22, 1994 by Bishop Warner and is open with over 50% of the apartments rented. The rental rates include the evening meal, monthly housekeeping, all utilities (except telephone), scheduled transportation, emergency call system, and home health care available on site.

Canterbury Manor is the first of what is hoped to be numerous retirement communities in the Diocese of Olympia. The ERH Board of Trustees is currently looking at other possible locations throughout the Diocese, and welcomes inquiries from congregations interested in the possible development of this much needed outreach ministry.

43. Report of the Resolutions Committee, continued

#2 RESOLVED, that this 84th Convention of the Diocese of Olympia amend Budget item #6700 Human Needs, Intercultural Ministries and Social Justice Concerns; by transferring \$41,400 from line #67001 (Missioner) to line #67070 thus, increasing the money available for program from \$131,900 to \$178,300.

Due to Allen Parker's understanding that the movers of Resolution # 2 were going to request it be referred to Council for consideration he withdrew the Amendment.

Moved, Resolution #2 - 94/C5-18 - be referred to the Diocesan Council. Seconded and CARRIED.

The following resolution was separated yesterday and the first section as follows was considered and **CARRIED**.

#1 That this 84th Diocesan Convention acknowledge the challenges and opportunities in living as baptized Christians in this society.

This is the second part of the Resolution.

#1 AND BE IT FURTHER RESOLVED, that we support the call for a missioner in the area of Human Need, Intercultural Ministry, and Social Justice Concerns in order to bring these ministries into primary focus within our Diocese.

Moved, seconded, Carried to consider the Resolution.

Amendment Moved, seconded, the motion be referrred to Council.

Discussion included comments regarding the previous Resolution dealing with the same subject which was referred to Council, but that it was important that the Resolution not be returned to Council without Council receiving information on the mind of Convention.

Called for the question to end debate. Carried.

The Bishop recessed the Convention for ten minutes to enable members to discuss the issue and get some clarification without the burden of parliamentary procedure. Bishop Warner led the Convention in prayer for aid in discerning Conventions role in this and other areas of ministry.

Moved, seconded, call for the question to end debate. Carried.

It was clarified that a vote to refer to Council would, in effect, be a vote to affirm the Resolution. The Reverend Bill Riker noted that it is important that Council hear a statement of the Convention's intention as to the the mind of the members which is that there not be a Missioner at this time.

The Bishop asked for a show of Green cards by those in favor of referring the Resolution to the Diocesan Council. **FAILED**.

#1 Moved, AND BE IT FURTHER RESOLVED, that we support the call for a missioner in the area of Human Need, Intercultural Ministry, and Social Justice Concerns in order to bring these ministries into primary focus within our Diocese. **Seconded, FAILED**.

48. Insurance Committee Report (postponed)

49. Personnel Commission Report

Bishop Warner introduced the Rev. Donald Mackay, Chair of the Personnel Commission, to present their report.

Father Mackay requested Convention refer to document 94/C/4 for the Personnel Report, taking special note of 94/C/4-11, items I, II, III which will be voted on by Resolution. Item VII requires a change of date to 93/94. Letter C, the Letter of Mutual Agreement has been completed. Clergy are asked to take special note of Sections C - Letter of Mutual Ministry Agreement and D - Guidelines, the full text of which is found on 94/C/4-9 passed by Convention in 1991.

Clergy, Wardens and Treasurers are asked to take special note of Appendix B - items 4 & 5 dealing with tenure, to be sure salary increases due as noted are planned for in the annual budgets. The balance of the section has to do with the Letters of Mutual Ministry Agreement and is supported by a letter from Bishop Warner.

"Bishop and Members of Convention I submit to you with thanks to the members of the Personnel Commission and the diocesan support team the report of your Personnel

Commission."

(The complete report of the Personnel Commission, with appendices, is included in the Reports section of this Journal.)

50. Report of Committee on Resolutions - Part 6
Joanne Paolozzi introduced 94/C/5-12 the resolution for the 1995 Group Insurance Plans.

Resolution #7 - Group Insurance Plans

RESOLVED, that this 84th Convention of the Diocese of Olympia endorse the recommendation by the diocesan Insurance Committee, the Personnel Commission, and the Diocesan Council that certain changes be made beginning January 1, 1995, to the diocesan group insurance plans as follows:

(a) Effective January 1, 1995, that Group Health Options be offered as the diocesan group medical plan for eligible clergy and lay employees. [Group Health Options will thus be in lieu of the current Group Health and

Church Insurance Company Medical Trust Plans.]

(b) Effective January 1, 1995, the diocesan group dental coverage for eligible clergy and lay employees be provided by the Guardian Insurance Company (or other company authorized by the Dioesan Insurance Committee, depending upon final quotes received) in place of the current plan offered by the Church Insurance Company Medical Trust. [It is understood that the new plan will provide equal or better coverage at lower cost.]

(c) Effective January 1, 1995, that the present diocesan group life insurance plan covering all active clergy be terminated, as the Church Pension Fund will as of that date provide \$50,000 coverage for every active clergy person

enrolled in the Church Pension Fund.

(d) Effective January 1, 1995, that group short-term disability insurance be provided as a benefit for eligible employees in this Diocese, and that the premium expense for this coverage be added to compensation and be a mandatory payroll deduction.

Resolution Committee recommends a pass. (For explanation and rationale

see the report of the Committee on Resolutions in the Reports section of this Journal.)

48. Insurance Committee Report

The Bishop introduced Bill Meacham, Chair of the Insurance Committee, to speak to the resolution on the 1995 Group Insurance Plans, before voting on the resolution.

Mr. Meacham remarked that the recommendations included in the resolution were of extreme importance to all clergy, active and retired, as well as the fact that the parishes will save over \$50,000 in adopting these procedures.

In his response to questions regarding the insurance coverage Mr. Meacham noted that this diocese may be the first diocese to be part of a Pilot Program with the National Church as a study group. The Medicare Supplement coverage is starting to go through an evolutionary change. One of the issues is that of prescription drugs for Medicare Recipients. We are in the process of getting quotes for prescription drugs for any member of the diocese on Medicare that will be paid for by the Diocese under an insured program.

Referring to diocese to diocese transfer, it was noted that there could be a pre-existing condition clause that would affect the family transferring, however the Insurance coverage is providing a Cobra benefit that would extend the coverage up to 18 months. In addition, most states are in the process of amending the State Insurance Laws to limit pre-existing exclusions to a 3 month wait.

Labor and Industry insurance is not covered under this insurance plan. Mr. Meacham recommended that congregations carry this coverage in their own churches.

Moved, seconded, Call for the Question. **Carried**Moved, seconded, Resolution #7 on 94/C/5-12 1995 - Group Insurance Plans. **CARRIED.**

50. Report on Resolutions

Joanne Paolozzi read 94/C/5-10 Resolution #5 into the minutes for action by Convention.

Resolution #5 - 10% Tithe

WHEREAS, the biblical standard of giving is the tithe, and WHEREAS, the Episcopal Church has supported this standard as the norm for Christian giving for the church, and WHEREAS, the Dioese of Olympia has also accepted the tithe as a faithful response to what God has given us,

BE IT RESOLVED, that the 1994 Convention of the Diocese of Olympia adopt the tithe as the standard for the assessment asked of the congregations of the Diocese, and BE IT

FURTHER RESOLVED, that the transition from the current formula to the asking of the ten per cent tithe be accomplished over a three year period beginning in 1997.

In its present form, the Resolutions Committee recommends a NO PASS. (For explanation and rationale see the report of the Committee on Resolutions in the Reports section of this Journal.)

Moved, seconded to consider the resolution.

Moved, seconded, due to the rationale of the Resolutions Committee and the fact that a similar proposal failed last year, to object to considering the motion. The Chair declared that this motion has been moved and seconded therefore there is no debate. This will require a two-thirds vote.

Point of clarification was raised that this was the same motion as presented last year and the motion was tabled, it was not a failed motion as it was not voted on by Convention.

The Chancellor ruled that there was a valid motion on the floor with a proper motion made to stop debate, a vote has been taken, and Convention is now called to determine whether or not there was a two-thirds vote. Motion to stop debate. **Failed.**

Following a short discussion the question to end debate was <u>Moved</u>, seconded and **Carried**.

Moved, WHEREAS, the biblical standard of giving is the tithe, and WHEREAS, the Episcopal Church has supported this standard as the norm for Christian giving for the church, and WHEREAS, the Diocese of Olympia has also accepted the tithe as a faithful response to what God has given us,

BE IT RESOLVED, that the 1994 Convention of the Diocese of Olympia adopt the tithe as the standard for the assessment asked of the congregations of the Diocese, and BE IT FURTHER RESOLVED, that the transition from the current formula to the asking of the ten per cent tithe be accomplished over a three year period beginning in 1997.

Seconded and FAILED

Resolution #6 - 1996 Assessment Rate Factor

RESOLVED, that this 84th Convention of the Dioese of Olympia approve the Diocesan Council's recommendation that the 1996 Diocesan Assessment Rate Factor be set at 21.5% of net Disposable Income.

Resolution Committee recommends PASS. (For explanation and rationale see the report of the Committee on Resolutions in the Reports section of this Journal.)

Moved, seconded, CARRIED

The Rev. Patterson Keller, asking for personal privilege, noted that since he would not be present at Convention next year due to his retirment, he wished to give thanks to both Bishop Warner and Bishop Cochrane for their help and warmth.

Resolution #8 - 1995 Salary Scales Adjustment

RESOLVED, that this 84th Convention of the Diocese of Olympia endorse the recommendation by the Personnel Commission and the Diocesan Council that adjustment be made to the salary scale for diocesan staff, parochially employed clergy, and the bishop at the rate of 2.5% effective January 1, 1995. Resolution Committee recomends PASS. (For explanation and rationale see the report of the Committee on Resolutions in the Reports section of this Journal.)

Moved, seconded, CARRIED

Resolution #9 - Thanksgiving Day Offering

WHEREAS, the Episcopal Services for Youth of the Diocese of Olympia, known as Faith Homes, was founded by the Department of Social Relations in 1961 as a separate corporation to carry out our ministry to young women, and WHEREAS, the capital campaign of the Diocese in 1960, known as the Golden Jubilee Fund, contributed \$50,000 towards the purchase of the house and property of Faith Homes, and WHEREAS, the Diocesan Council in the years since has supported Faith Homes ministry by annually granting permission to use the diocesan newspaper (currently the Episcopal Voice) mailing list to distribute the Thanksgiving Day offering appeal;

BE IT RESOLVED, that the Diocese of Olympia in Convention supports the growing ministry of Faith Homes by urging all congregations to participate in the

Thanksgiving Day offering in November 1994 by designating a day for the ingathering of the Thanksgiving Day Offering on or about Thanksgiving Day, by inviting speakers from Faith Homes, and by encouraging their members to volunteer their time and talents in support of this ministry.

Resolution Committee recommends PASS with reference to the commendations rationale; and in view of the new guidelines that are being developed for fund appeals that Faith Homes address the Stewardship and Development Commission rather than Convention in future years. (See Reports section of Journal for full explanation.)

Moved, seconded, CARRIED.

Resolution #10 - Timing of Pre-Convention Meetings

RESOLVED, that this 84th Convention of the Diocese of Olympia require future pre-Convention informational gatherings hosted by the Diocese, future Pre-Convention informational gatherings hosted by the Diocesan Council or the Bishop's Office, be held at least nine weeks before the annual meeting of the Convention.

Resolution Committee recommends NO PASS. (For explanation and rationale see the report of the Committee on Resolutions in the Reports section of this Journal.)

<u>Moved</u>, seconded, Call for the Question to end debate. Carried <u>Moved</u>, seconded, **FAILED**.

Resolution #11 - Convention Delegate Roster

RESOLVED, that this 84th Convention of the Diocese of Olympia direct the Secretary of Convention, in coordination with the Bishop's Office, to publish a roster of current Convention delegates and their alternates and mail it to the delegates and alternates no later than the first day of June each year.

Resolution recommends NO PASS. (For explanation and rationale see the report of the Committee on Resolutions in the Reports section of this Journal.)

Moved, seconded to consider.

Amendment, Moved, seconded to delete "the first day of June each year," and substitute in lieu thereof, "forty-five days prior to Convention."

Moved, seconded to called for the question to end debate. Carried Amendment FAILED.

Moved, seconded to called for the question to end debate. Carried Resolution #11 Convention Delegate Roster FAILED

The following Resolutions were received after the start of Convention, therefore each one needs to be passed for consideration before action can be taken.

Moved, seconded, CARRIED to consider.

BE IT RESOLVED, that the 84th Convention of the Diocese of Olympia express its heartfelt thanks and appreciation for the many gifts of the late David H. Jackson provided Epiphany, Seattle and Emmanuel, Mercer Island. Since 1981 David gave us his love, discipline, leadership, in-depth sermons and lots of humor. David's speciality was pastoral care and he gave it tirelessly to parishioners, to entire communities, elders and young alike. We wish to express our many thanks to Ann, his wife, for permitting us the use of so much of David's time and energy. We also wish to thank Ann for her countless hours of support to her parish and the support and knowledge given the Diocese of Olympia as parliamentarian. Moved, seconded to consider the question. Carried. Resolution Moved, seconded, and CARRIED.

WHEREAS, the Diocese of Olympia is one of the largest dioceses in the Episcopal Church, and WHEREAS, there is a need for assistance to the Bishop, and WHEREAS, the reason that the Diocese of Olympia is one of the largest dioceses in the church is because large dioceses split, and WHEREAS, the Bishop has called for a group to study the possibility of an assisting bishop.

BE IT THEREFORE RESOLVED, that the committee when formed, also seriously consider the possibility of dividing the diocese into two or three dioceses. Resolution Committee recommends No Opinion

Moved, seconded to consider the Resolution. Carried

After discussion the Bishop was asked for his opinion for a study on this motion.

The Bishop's response was that he saw this as two different issues. The idea of an assisting bishop would be a short term response to give the Diocese the opportunity to see how useful that position would be. The division of the Diocese is a very complex issue which would include such things as the administrative costs, where the Diocese would be divided, where the funds would be raised, where the ministry would carried on. It would have to follow the mission of the Diocese and what it might mean. The Bishop noted he sees this as a long term consideration.

<u>Moved</u>, seconded to call for the question to end debate. **Carried**. <u>Moved</u>, seconded to consider. **Carried**. Resolution <u>Moved</u>, seconded and **FAILED**.

BE IT RESOLVED, that this 84th Convention of the Diocese of Olympia direct the Standing Committee, Diocesan Council, Board of Directors, its annual Convention, the Commission on Ministry, and other such committees as it deems appropriate, to meet on days, and at times which would increase the level of participation of more of the 38,000+ members of the Diocese of Olympia. Resolutions committee recomends Do Not Consider Moved, seconded to consider. **FAILED.**

51. Cathedral Chapter & Vestry Report

The Bishop introduced Mac Brown, member of the Cathedral Chapter, to present the report.

The Cathedral Chapter consists of the following:

Bishop of the Diocese

Dean/Rector of St. Mark's, Cathedral

Chancellor of the Diocese

Chancellor of the Cathedral

President of the Standing Committee

Four persons elected by St. Mark's congregation (3 year term)

Six persons elected by the Diocesan Convention (3 year term)

The purpose of the chapter is to provide liaison between the Diocese and the Cathedral parish, to interpret to the community - including the Diocese - the relationship between the parish and the Diocese, and to define the place of the Cathedral in the life of the Diocese. In addition, the Chapter is charged with promoting, supervising, and managing diocesan responsibility for the Cathedral, as guardian and advocate for the concept of the Cathedral as a community gathering place, a symbol of life together, and work to make that concept visible in the congregations of the Diocese.

The Chapter meets bi-monthly, with the Bishop presiding, or in his absence the Dean. During recent years the Chapter has sponsored various diocesan events at the Cathedral, including the Acolytes Festival, Altar Guild Celebration, Musicians Celebration, Cathedral Day, and ordinations.

In the past two years, the Chapter has given serious consideration to the role and place of the Chapter in the Cathedral's governance. In early 1994, representatives of the Chapter, Vestry, and the Office of the Bishop began meeting to develop specific and practical steps to further this discussion and definition process.

On June 4, 1994, an all-day joint retreat of the Chapter and Vestry was held at St. Stephen's Church, Seattle. Those attending included Bishop Warner, Provost Porter, Canon Greenman, Diocesan Chancellor Donald Mullins, Dean Northup, Vice-Dean Mullins, eleven Vestry members, and seven Chapter members. From this retreat came eight "next steps":

- (1) Exchange meeting Minutes between Chapter and Vestry.
- (2) Consider the holding of quarterly joint meetings.
- (3) Develop a new Mission Statement for discussion by a joint meeting in September, 1994.
- (4) Take the new Mission Statement after Chapter and Vestry concurrence to the Cathedral congregation.
- (5) Test the willingness to shift the paradigm from a parish called cathedral to a cathedral for the Diocese with a parish congregation.
- (6) Take the new Mission Statement reflecting paradigm shift to the October, 1994 Diocesan Convention.
- (7) Make a Cathedral Report to the Diocesan Convention.
- (8) Invite discussion of the Report and its implications by the Diocese-at-large over the next year.

On September 7, 1994, a joint meeting of the Chapter and Vestry approved a new joint Statement of Mission and Ministry for the Cathedral.

Currently, the authority for Cathedral governance rests with the dean/rector, wardens, and vestry of the Cathedral parish. There is some sentiment that this governance structure limits St. Mark's ability to be an authentic cathedral for the whole Diocese. Chapter member Mac Brown has written in the St. Mark's August Rubric newsletter: "We believe that to be most effective, the ministry of the cathedral and bishop should be in concert. The bishop should have a strong voice in the cathedral's life with the dean acting in partnership with him. The 'ownership' of a cathedral should be felt by the constituency it seeks to serve. We see four constituencies at St. Mark's: the people of the Diocese, the bishop, St. Mark's congregation, and the greater Seattle community. We are considering reorganizing St. Mark's along the lines of a traditional cathedral and expanding our governing body to include all four of these constituencies."

The Cathedral Chapter invites the Diocese-at-large to engage in dialogue over the next year regarding the role of the Cathedral in the Diocese to inform our thinking regarding possible governance changes for subsequent recommendation.

52. Report of the Committee on Resolutions

The Rev. Joann Paolozzi came forward to present Resolution #2 - The call for dialogue regarding the relationship between St. Mark's Cathedral and the Diocese of Olympia.

Resolution #2 - Call for Dialogue . . .

RESOLVED, that this 84th Convention of the Diocese of Olympia endorse the recommendation by the Cathedral Chapter and Cathedral Vestry calling for a year of dialogue and study pertaining to the relationship between St. Mark's Cathedral and the Diocese of Olympia.

Resolution Committee recommends a PASS. (For explanation and rationale see the report of the Committee on Resolutions in the Reports section of this Journal.)

Moved, seconded, CARRIED.

The Bishop discharged the Resolution Committee with thanks for a job well done.

53. Recognition of Retiring Governing Bodies' Members

Bishop Warner requested the members retiring from the Governing Bodies to stand and be acknowledged for their service. **Board of Directors**: Mrs. Colleen Broaddus and Mr. Sam Brown; **Diocesan Council**: Mrs. Helen Rogers, Mrs. Elizabeth Tuley, the Rev. Robert Rhodes, and the Rev. Curt Zimmerman; **Standing Committee**: Mr. Bill Gill and the Rev. John Thompson.

54. Report of the fourth ballot - not required

55. Commissioning of Governing Bodies

The Bishop called members of the governing bodies forward for Commissioning.

Brothers and sisters,

In Christ Jesus we are all baptized by the one spirit into one body and given gifts for a variety of ministries for the common good. Our purpose is to commission these persons in the name of God and this Diocese to a special ministry to which they are called.

Provost Porter, are these persons you are to present prepared by a commitment to Christ as Lord, by regular attendance at worship, and by the knowledge of their duties to exercise

their ministry to the honor and glory of God and the well being of God's church? **They are.**

You have been called to a ministry in this Diocese. Will you as long as you are engaged in this work perform it with diligence?

We will.

Will you faithfully and reverently execute the duties of your ministry to the honor and glory and benefit of the members of this Diocese.

We will.

God gives wisdom, from God's mouth comes knowledge and understanding. God stores up sound wisdom for the upright, God is a shield for those who walk in integrity. I am your servant, grant me understanding.

Let us pray. O eternal God, the foundation of all wisdom and the source of all courage enlighten with your grace the governing leaders of this Diocese and so rule their minds and guide their counsels that in all things they may seek your glory and promote the mission of your church, through Jesus Christ our Lord.

In the name of God and this diocese I commit you as members of the Diocesan Council, the Standing Committee, and the Board of Directors. May God grant you the courage and boldness of faith to carry out the ministry to which you have been called. Amen.

Bishop Warner thanked Convention members for their patience and good humor during the work of Convention and called the diocesan staff forward to receive thanks for the long hours spent and the hard work done in preparing for the Convention.

56. An Order for the Blessing of Travellers

Officiant: The Rev. John G. Schaeffer

Adjournment

Convention was adjourned with the reminder that the 1995 Convention will be held at the Sheraton Convention Center, Tacoma on November 10 and 11.

CERTIFIED:

John G. Schaeffer Secretary of Conventio + / mas N. Warner
Vicent W. Warner

Bishop of Olympia



REPORTS

COMMITTEE ON THE ADMISSION OF NEW MISSIONS AND PARISHES

The Committee on the Admission of New Missions and Parishes has, in cooperation with the Office of the Bishop, reviewed petitions from two congregations requesting status with Convention; the Committee will present motions for acceptance of both petitions.

St. Paul's Church, Port Townsend

The congregation of St. Paul's Church, Port Townsend was formed in 1860 and the first building constructed in 1865. In 1883, the church building was moved to its current location; it is the oldest Episcopal church building still in use in Washington State. In the early 1890's, the Port Townsend area suffered a financial crisis and St. Paul's was forced to revert to mission status.

For the past 15 years, St. Paul's has operated with a balanced budget without a diocesan grant, and now desires to return to parish status. The congregation has met all the canonical requirements and has active programs for its members and for the community. (For action taken, see Minutes page 54.)

St. Matthew's Church, Castle Rock

St. Matthew's Church, Castle Rock has been active in the local community for many years as a parochial mission of St. Stephen's Church, Longview. The congregation now desires to change it's status from that of a parochial mission to that of a diocesan mission so that it may more freely pursue it's own programs under the direction of the Bishop. The congregation has pledged financial and spiritual support and has met the appropriate canonical requirements. (For action taken, see Minutes page 10.)

The Committee for the Admission of New Missions and Parishes:

Harry M. Strong, Chair, Church of the Epiphany, Seattle Willisa (Billie) Dorian, Church of the Good Samaritan, Redmond Daniel Kingsley, St. George's Church, Seattle The Reverend Scott Miller, St. Stephen's Church, Seattle

ALTAR GUILD

60th Anniversary - Winter 1994-95

THIRTY YEARS AGO, the Diocesan Altar Guild printed a "Who, What, Why, When, Where" ditty about itself. Interestingly, the description today is almost the same. . . as you will note in these excerpts:

"...It is our Bishop's own Altar Guild. Each of the Rectors and Vicars in our Diocese has his own Altar Guild to help him (or her)... Diocesan Altar Guild stands behind our Bishop to help him in his ministry to all the Parishes and Missions... We also act in an advisory capacity and as a clearing house for all Altar Guilds..."

"Our second reason for being is not really secondary ... This is our workshop. Here we make new, or recondition used silk and linen vestments, for altars and clergy all over our own Diocese, and far afield. We also have communion vessels and vestments for loan. and, of course we have AG handbooks, calendars, silks, linens, and findings for sale..."

"We loan or give all we can make - buy- or recondition from donations of money or articles given from all over the Diocese ... We try to help in educating new recruits ... We gladly teach our craft to any who are interested either in making for their own churches or in helping us in filling orders ... We need not only needlewomen in our workshop, but those unsung heroines who can tidy drawers, fold linen, wrap packages ..."

TALLY of 1994 Workshop production in the format of reports of 60 years ago:

SILKS: 3 1/2 2 used chasubles 7 new, 4 used stoles

5 pulpit or lectern pcs. 5 burse/veil sets, 1 veil

1 overlay

EMBROIDERY: 8 custom designs

4 units appliqued only

BISHOP'S SUPPLY

1 stole/mitre set

5 standard stoles - Bp's Box

7 visiting stoles - Bp's box 2 Nat'l Chaplaincy stoles

2 Eucharist kits to loan

Dio House Chapel supplies Convention worship vessels

3 Eucharist kits to sell

LINENS:

2 Fair linens

2 corporals

2 new, 1 used cover 7 new, 3 used purificators

2 lavabo towels 3 pall boards

REPAIRS: 9 items

READY TO ASSEMBLE: 2 items

LIBRARY & PATTERN LOANS:

many items

OTHER SALES: 73 AG pins

5 Dio Seal patches 12 used vestments 20 AG manuals/books

16 fabric/linen yardage 11 braid, fringe, thread

Respectfully submitted, Sherry K. Garman, Directress

ARCHIVIST AND RECORDS MANAGER

In this, my first annual report as your archivist and records manager, I would like to begin by recognizing the many years of service, commitment, and dedication of Peggy Hansen who retired from this position on March 31, 1994, and would also like to thank Peggy for her invaluable and gracious help in assisting me in my new responsibilities.

I assumed my duties on March 22, 1994, and was elected by Convention on October 29, 1994. At that time my official title was also changed from Archivist to Archivist and Records Manager, reflecting the growth of records management as an area of emphasis and concern within the diocese.

In accord with that concern, I set the revision of the present records management procedures manual - including the total revision of the records retention schedule - as my first priority for the year. I am happy to report that I anticipate its completion by April, 1995. A welcome by-product of this project will be a thorough inventory of diocesan records which will eventually be inputed into our database.

My second priority for my first year in office has been the development of an emergency plan for the protection of Diocesan House, its staff and contents - including the irreplaceable archival and records of the diocese. This plan is underway and should be in place in the near future.

Renovation of the second attic storage room has been completed and is now being used for much needed record storage, and as a research room.

The History Archives and Records Committee continues to meet and provide valuable advice, support and outreach to the diocese. The committee sponsored three workshops in 1994 which focused on researching and writing parish history, the practicalities of setting up and maintaining a parish archives, and the importance of establishing and implementing a records management program in each congregation. These workshops drew participants from all around the diocese and indicated a strong interest in preserving the "stuff" of church history and in protecting the vital records of the congregations.

STATISTICS - Recorded requests for information: Staff (48); Diocese (66); Other (including genealogy) (17); Tours of Diocesan House (3); Workshops (3); Speeches (1).

PROFESSIONAL CONFERENCES ATTENDED: Northwest Archivists & Society of American Archivists

COMMITTEES APPOINTED TO: History Archives and Records Committee; Seattle Area Archivists - Steering Committee; and the Historical Commission of the Archdiocese of Seattle

GOALS FOR 1995:

Goals for 1995 include the completion and implementation of the revised records management procedures manual and retention schedule and the completion of the

emergency planning document with systems and increasing computer access will be part of an on-going effort to improve access to the collection. Outreach to congregations to assist them with their archival records and administrative files will be continued as a priority and raising the level of awareness about the Archives and encouraging use of the valuable and unique resource contained therein will be an important focus of the new year.

Diane T. Wells, Archivist and Records Manager

BOARD OF DIRECTORS

The Board of Directors of the Diocese of Olympia, Inc. has legal and fiduciary responsibility for the assets of the Diocese, including land, buildings, endowment and other funds, and the investment of those funds. It is the Board's responsibility to manage these assets in such a way as to further God's work in this Diocese, both for today and for the future. Two main committees assist the Board in its work, the Diocesan Investment Fund Committee and the Loan and Property Committee.

There are thirteen members of the Board, including the Bishop (who serves as President), Provost (Vice-President), Treasurer, Secretary of Convention, Chancellor, and two clergy and six laypersons appointed for three-year terms by the Bishop with the approval of the Convention. The Board meets monthly as required (with the exception of July).

This year the Board coordinated its work more closely with other governing bodies, especially the Office of the Bishop and the Diocesan Council (in particular with the Commission on Congregations). We also improved our services to congregations seeking loans through site visits and upgraded loan status reporting.

The Board, at the request of the Commission on Congregations, approves and monitors loans from two funds: the Building Loan Fund (BLF) and the Mission Development Fund (MDF). The BLF totals \$3.1 million and has loans outstanding to 12 congregations totalling \$2.6 million, plus commitment for another loan in the amount of \$404,000. Two of these loans originated within the last year, and there is one further loan authorized but not yet finalized. The Board designated \$250,000 of BLF funds for shorter term loans of \$50,000 or less. Two loan commitments totalling \$100,000 have been made from these funds. This set-aside is to assure that funds will be available for repair and renovation needs of congregations.

The MDF totals \$1.0 million and has outstanding loans to 8 congregations, 1 future site, and 2 ministries totalling \$1.0 million. The two funds together have monthly principal and interest repayments of about \$20,000.

The Board also approves all transactions concerning the real property of the diocesan corporation, including that owned by the Diocese on behalf of mission congregations. This year the Board, with the assistance of the Director of Development, developed guidelines for the acceptance of gifts to the Diocese including real property, and accepted in accordance with these guidelines a gift of property adjacent to Huston Center in Gold Bar. The Board worked with many congregations on decisions concerning sale, purchase, or use of real property. Unfortunately, the fact that the BLF and MDF were virtually all loaned out meant that not all the needs of these congregations could be met.

In April, the Board heard a presentation from Archdeacon Tomter on the projected capital needs of existing congregations and locations of projected population growth where there are no Episcopal congregations. It was clear from this presentation and from the Board's experience working with developing congregations throughout the year that insufficient capital funds are available to meet the immediate needs of the Diocese.

The Board therefore joins with the Office of the Bishop, the Diocesan Council, and the Standing Committee in enthusiastically supporting the proposed Capital Campaign. We believe that a successful campaign is essential to our ability to spread the Gospel of Jesus Christ in Western Washington.

Members of the 1994 Board of Directors:

The Right Reverend Vincent W. Warner, President

The Very Reverend Gerald W. Porter, Vice-President

The Reverend John G. Schaeffer, Secretary

Denny Bacon, Treasurer

Donald H. Mullins, Chancellor

The Reverend James Blundell, St. Christopher's Church, Olympia (1994)

Colleen Broaddus, St. John's Church, Kirkland (1994)

Samuel Brown, St. Mary's Church, Tacoma (1994)

Carol Everson, St. Columba's Church, Kent (1996)

David Sprague, Church of the Epiphany, Seattle (1996)

The Reverend Hollis Williams, Trinity Church, Everett (1995)

Judith Yeakel, St. Augustine-in-the-Woods, Freeland (1995)

Curtis Young, St. Thomas' Church, Medina (1995)

CAPITAL CAMPAIGN EXECUTIVE COMMITTEE

Under the leadership of Andy Pringle, the foundation was laid for a Diocesan Capital Campaign and \$500,000 was raised in 1993. At the 1994 Diocesan Convention the Reverend Steve Gehrig and Andy Pringle, Co-Chairs, will present a resolution approving a \$7.5 million Capital Campaign focusing on church growth. (For report given to Convention and action taken, refer to the Minutes beginning on page 62.)

Assuming passage, plans are underway for a Campaign Kick-Off on February 11, 1995 and simultaneous congregation based campaigns during Lent 1995. The Honorary Co-Chairs are Mr. and Mrs. Norton Clapp and the entire committee is still forming.

Members of the Campaign Executive Committee to date are:

Mr. Sam Brown

The Rev. Michael Creighton

The Rev. Steve Gehrig

The Rev. Donald Goodheart

Mr. Bob Keene

The Rev. Carol Ludden
The Rev. Kent McCulloch

Ms. Jeanette Moore

Ms. Carol Olson

Mr. Andrew Pringle The Rev. Bob Rhodes The Rev. Bill Sell-Lee The Rev. Steve Wendfledt

CATHEDRAL CHAPTER

(For complete report of the Cathedral Chapter given to Convention, and action taken on Resolution #2 calling for dialogue regarding the relationship between St. Mark's Cathedral and the Diocese of Olympia, refer to the Minutes beginning on page 83.)

Members of the Cathedral Chapter:

The Right Reverend Vincent W. Warner, President

The Very Reverend Frederick B. Northup, Vice-President

The Reverend Joann Paolozzi, President of the Standing Committee

Donald H. Mullins, Chancellor of the Diocese

J. Vernon Williams, Chancellor of the Catehdral

From St. Mark's Parish

Mac Brown (1996)

Robert Craig (1995)

Jane Hummer (1995)

Katherine Sodergren (1997)

Elected by the Diocesan Convention

Leslie Scott, Church of the Resurrection, Bellevue (1994)

The Reverend Patricia Taylor, St. George's Church, Seattle (1994)

Nan Grayston, St. Stephen's Church, Seattle (1995)

The Reverend Jodene Hawkins, St. Nicholas' Church, Tahuya (1995)

Mrs. Jean Gray, St. Mary's Church, Tacoma (1996)

The Reverend Kevin Smith, St. Catherine's Church, Enumclaw (1996)

COMMITTEE ON CHURCH ARCHITECTURE

During 1994 we provided assistance to fourteen congregations. Three of these involve construction of new churches, while five are working with major remodeling and/or additions. The others range from major site improvements to minor maintenance.

In between these efforts, we created a Mission Statement and an outline of the organization, expectations, and meeting schedule of the Committee. Certain members provided, in addition, professional services to the diocese for specific buildings.

Project and Status List - January 17, 1995

Congregation			Relative	
<u>Name</u>	Location	Project Type	Scope	<u>Status</u>
Trinity	Everett	Remodel/Addtn	Major	Prelim
St Bede	Port Orchard	Building on new site	New	Constn Doc's
St. Andrew	Tacoma	Safety Improvement	Minor	Consult
St. Matthew	Tacoma	Remodel/Addtn	Major	Const Doc's
Holy Spirit	BattleGround	Site Improve	Major	Prelim Consult
St. Antony	Silverdale	Remodel/Addtn	Major	Constn Doc's
St. Christopher	Westport	Remodel	Major	Design Dev
St. Hugh	Allyn	New Building on new site	New	Constn
St. Catherine	Enumclaw	New Building on new site	New	Prelim
Christ Church	Puyallup	Maintenance	Minor	Consult
St. Luke	Tacoma	Maintenance	Minor	Consult
St. Luke	Tacoma	Remodel	Minor	Const
St. Andrew	Seattle	Remodel/Addtn	Major	Prelim
St. Thomas	Medina	Addition	Minor	Constn

Respectfully submitted, Ralph D. Provencal, Chair

1994 CONVENTION COMMITTEES

COMMITTEE ON CONVENTION

*The Reverend John Schaeffer, Secretary of Convention

Mrs. Phyllis Gill, Dispatch of Business

Mr. Douglas Oles, Chair, Constitution and Canons

Mr. Gary Tarter, Head Teller

The Reverend Bill Burnett, Chair, Committee on Privilege

The Reverend Joann Paolozzi, Chair of Resolutions Committee

Mrs. Carol Teays, Chair of Nominations Committee

The Reverend Donald Mackay, Chairman Host Parish, St. John's, Kirkland

Mrs. Joni Pritchard, Coordinator, Host Parish, St. John's, Kirkland

Ms. Pearl M. LaRonde, Assistant Secretary of Convention

The Very Reverend Gerald W. Porter, Provost

COMMITTEE ON CONSTITUTIONS AND CANONS

*Mr. Douglas Oles, Church of the Redeemer, Kenmore

Mr. Donald Mullins, Chancellor, Diocese of Olympia

Mr. John Veblen, St. Stephen's, Seattle

Mr. Duncan Bayne, St. Mark's Cathedral, Seattle

The Reverend Stephen Moore, Trinity Church, Seattle

The Reverend R. Barclay Stanton, Jr., St. Matthew's, Tacoma

The Reverend Joseph Tiernan, St. Barnabas', Bainbridge Island

Consultants:

Mr. Walter Hansen, Church of the Resurrection, Bellevue

Mr. DeWitt Williams, St. Mark's Cathedral, Seattle

The Reverend John G. Schaeffer, St. Luke's, Renton

The Very Reverend Gerald W. Porter, Provost

COMMITTEE ON RESOLUTIONS

*The Reverend Joann Paolozzi, Church of the Epiphany, Chehalis

Mr. Tom Peterson, St. Matthew's, Tacoma

Mr. Drury Wood, St. Christoper's, Westport

Mr. Keith Miller, St. Luke's, Renton

The Reverend Ann Lukens, St. Clement's, Seattle

The Reverend Morris Hauge, St. Paul's, Seattle

COMMITTEE ON NOMINATIONS

* Mrs. Carol Teays, St. Augustine-in-the Woods, Freeland

The Reverend Kevin Allen, Christ Church, Puyallup

The Reverend Irene Martin, St. James, Cathlamet

Mr. Bob Greenfield, St. John's, Centralia

Mrs. Jean Perry, St. David's, Seattle

ADMISSION OF NEW PARISHES AND MISSIONS

* Mr. Harry Strong, Church of the Epiphany, Seattle

Mr. Daniel Kingsley, St. George's, Seattle

The Reverend Scott Miller, St. Stephen's, Seattle

Mrs. Willisa (Billie) Dorian, Church of the Good Samaritan, Redmond

Consultant:

Mr. Walter Hansen, Church of the Resurrection, Bellevue

COMMITTEE ON PRIVILEGE

*The Reverend Bill Burnett, St. Augustine's-in-the-Woods, Freeland Mrs. Maureen Lyons, St. David's, Seattle Mr. David Swim, St. John the Baptist, Seattle

THE TRIAL COURT

The Honorable George Revelle, St. Mark's Cathedral, Seattle

The Honorable Eugene Wright, St. Stephen's, Seattle

Mr. James L. Magee, Esq. St. Thomas, Medina

The Reverend Stanley Fowler, St Andrew's, Seattle

The Reverend Kent McCulloch, St. Mary's, Tacoma

The Reverend Frederick McLauchlan, St. Thomas, Medina

THE CATHEDRAL CHAPTER

*The Right Reverend Vincent W. Warner

The Very Reverend Frederick B. Northup, St. Mark's Cathedral, Seattle

The Reverend Roy Green, President, Standing Committee

Mr. Donald Mullins, Chancellor of the Diocese

Mr. J. Vernon Williams, Chancellor of the Cathedral

From St. Mark's Parish

Mr. Theodore "Mac" Brown

Mr. Robert Craig Ms. Jane Hummer

Ms. Katherine Sodergren

own The Reveren

The Reverend Patricia Taylor, St. George's, Seattle

Ms. Leslie Scott, Emmanuel, Mercer Island

The Reverend Jodene Hawkins

Elected by Convention

Ms. Nan Grayston, St. Stephen's, Seattle

The Rev. Kevin Smith, St. Catherine's, Enumclaw

Mrs. Jean E. Gray, St. Mary's, Tacoma

COMMISSION ON CHURCH ARCHITECTURE

*Mr. Ralph Provencal, St. Benedict's, Lacey

Mr. Mark Anderson, Church of the Ascension, Seattle

The Reverend Robert Biever, All Saints', Tacoma

Mr. Robert Linkletter, St. Andrew's, Port Angeles

Mr. Allen D. Moses, Church of the Redeemer, Kenmore

Mr. Nathan Thomas, Grace Church, Bainbridge Island

COMMISSION ON PERSONNEL

*The Reverend Donald Mackay, III, St. John's Kirkland

Mr. Miller Adams, Trinity Church, Seattle

Mr. Rick Adams, Emmanuel Church, Mercer Island

Mr. Steve Faust, Church of the Epiphany, Seattle

The Reverend Henry Rogers, Church of Our Savior, Monroe

Ms. Dianne Sherman, St. Aidan's, Camano Island

Ms. Gerry Strommer, St. Mark's Cathedral, Seattle

The Reverend Kenneth Snyder, Consultant

The Reverend Timothy Vance, CADO Representative

COMMISSION ON MINISTRY

*The Reverend Michael Creighton, St. Stephen's, Seattle

Ms. Carolyn Allendoerfer, Trinity Church, Everett

Mr. Samuel Fleshman, St. Andrew's, Tacoma (Standing Committee Liaison)

The Reverend Stephen Gehrig, St. Margaret's, Bellevue

The Reverend John Lambert

The Reverend Carol Ludden, Grace Church, Bainbridge Island

Mr. Richard Shryock, Grace Church, Bainbridge Island

Mrs. Carol Teays, St. Augustines-in-the-Woods, Freeland

The Reverend Patricia Walker, St. Paul's, Seattle

*Chair

CONSTITUTION AND CANONS COMMITTEE

At its various meetings since the last Annual Convention, the Canons Committee has attempted to assist diocesan congregations and organizations in resolving questions about our Constitution and Canons. We have also reviewed proposed changes to those documents and, in a few cases, have initiated our own proposals for small corrections.

As a long term goal, our committee works on making the Constitution and Canons more clear and consistent. We therefore ask all congregations, convocations and individuals who propose changes to submit them at the earliest possible date for pre-convention review by the Canons Committee.

For next year, we hope to undertake a broad canonical review. For this year, however, the proposed changes are fairly minimal. (Complete text of proposed changes and action taken can be found in the Minutes, beginning on page 45.)

Faithfully submitted, Committee on Constitution and Canons

Douglas Oles, Chair Duncan A. Bayne The Rev. Stephen Moore Donald H. Mullins The Rev. Barclay Stanton The Rev. Joseph J. Tiernan John H. Veblen

Consultants: Walter Hansen The Very Rev. Gerald W. Porter The Rev. John Schaeffer DeWitt Williams

DIOCESAN COUNCIL

The Diocesan Council has both elected and appointed members. The Council consists of the Bishop, the President of the Standing Committee, five clergy persons, and eleven laypersons who are communicants in good standing. The annual Diocesan Convention elects three at-large representatives for a term of four years each, and the Bishop appoints one person for a four year term, taking into account geographical balance.

The Council meets monthly (with the exception of July and November) and is the program planning and policy-making body of the Diocese between sessions of the Diocesan Convention. The Bishop presides, and is responsible for the administration of all diocesan programs and policies.

The Diocesan Council is responsible for program initiation, evaluation, and review, as well as the preparation and oversight of an annual operating budget, and is assisted by several committees to carry out this work. Also, the Diocesan Council has linkage to the several commissions which are accountable to the Council for direct oversight and coordination of diocesan programs on behalf of the Council.

Members of the Council undertake these tasks in partnership with many others who contribute to our common life through their participation on various commissions, committees, boards, task forces, and teams. In this way, the Diocese has a base of far wider involvement than the members of Council alone.

We have linkage to commissions which are accountable to the Council for direct oversight and coordination of diocesan programs on behalf of Council. This past

year we have heard from, discussed, and affirmed the work of these commissions and their respective committees:

Commission on Congregations

Committee on Developing Congregations

Committee on Mission Extension

Commission on Ministry

Commission on Stewardship & Development

Commission on Faith Development

The Council is assisted directly by the work of the following commissions and committees:

Commission on Personnel
Insurance Committee
Communications Committee
Budget & Finance Committee
Governing Bodies Systems Committee
Program Initiation, Evaluation, and Review Committee

Most of the Council's energy this past year centered in the need for the proposed Capital Campaign and its focus on enabling the Diocese as a whole to move into the Vision by supporting the growth of the Episcopal Church in Western Washington. Members were involved in the work of the Case Statement Review Committee as well as the six focus group meetings held around the Diocese in September. Input received from the participants at these meetings was valuable in shaping the Campaign resolution presented to this Convention.

Through the efforts of the members of the Early Response Team, Council worked with fifteen congregations as they faced a variety of financial challenges. We were able to develop a clearer understanding of their issues and together work toward solutions.

The spring and fall Regional Gatherings were restructured to allow for worship, small group discussions, and to share and receive valuable input on national and diocesan church issues, as well as the assessment rate structure. The format of the 1995 budget was revised and presented in accordance with the feedback received at the spring Regional Gathering.

In all of these endeavors, the Council is committed to the Vision, to using the values of servant leadership, and to listening carefully to the people of the Diocese.

Members of the 1994 Diocesan Council:

The Right Reverend Vincent W. Warner, President The Reverend Thomas Dement, St. Dunstan's Church, Seattle (1996) Barbara Fox, St. John's Church, Kirkland (1996) Dorothy Gailey, St. Stephen's Church, Oak Harbor (1995) George Garcia, St. Joseph's-St. John's Church, Tacoma (1994) Lyn Goetz, Church of the Resurrection, Bellevue (1997) J. P. Harrison, St. Matthew's Church, Auburn (1995) Jim Manning, Trinity Church, Seattle (1997) The Reverend Kent McCulloch, St. Mary's Church, Tacoma (1996) The Reverend Joann Paolozzi, Church of the Epiphany, Chehalis (1997) Andrew Pringle, St. Augustine-in-the-Woods, Freeland (1995) The Reverend Robert Rhodes, Church of the Good Shepherd, Vancouver (1994) Helen Rogers, Church of Our Savior, Monroe (1994) The Reverend William Sell-Lee, St. Luke's Church, Sequim Harry Strong, Church of the Epiphany, Seattle (1997) Elizabeth Tuley, St. Luke's Church, Tacoma (1994) Barbara Westbrook, St. Clare's Church, Snoqualmie (1996) The Reverend Canon Curt Zimmerman, Christ Church, Tacoma (1994)

DIOCESAN RESOURCE CENTER

The Diocesan Resource Center, under the umbrella of the Faith Development Commission and housed in the lower level of Diocesan House, circulates books, audiovisual materials, periodicals, and curriculum. These materials are available to anyone in the Diocese.

During 1994, the Resource Center was staffed by one full-time person with a volunteer serving one morning a week. Circulation in 1994 increased by 15% over that of 1993, with contact being made with at least 90 of the congregations in the Diocese. The Center was also used by a number of churches outside the Diocese, as well as non-Episcopal churches.

Fifty-three video, 408 new book, and 14 audiocassette titles were added to the Resource Center during the year. At the end of 1994 there were 5,688 book titles, 495 video titles (plus 34 Earth Ministry owned videos), and 133 audiocassette titles available to be checked out. A new edition of the Audio-Visual Catalog was published in April, available to anyone requesting a copy.

The Resource Center participated at the Christian Educator Leader's Training events held in the Spring and Fall, presented information in a display at the Diocesan Convention, and provided tables of resources for the Warden's Conference and the Human Sexuality Training sessions. In February the Resource Center Director attended the International Resource Center Gathering in Orlando, Florida. This conference of Resource Center Directors is sponsored by the Methodist, Presbyterian, Lutheran, United Churches of Christ, and for the first time, the Episcopal Church. She was one of the planners for the Episcopal Resource Center Directors network formation, which took place at the Conference. This network is designed to promote exchanges of ideas and resource news to other Episcopal Resource Center Directors.

Relationships were maintained with the local chapter of the Pacific Northwest Association of Church Libraries (PNACL) and with the resource librarians for the Archdiocese of Seattle, the Methodist Conference, the Presbyterian Church, and the Lutheran Church. These groups offer sharing of resources, helpful ideas, and reviews of new materials. Since May 1993 the Diocesan Resource Center has housed and circulated the Library of the Earth Ministry organization. This sharing of resources has proven beneficial for both organizations in terms of increased awareness and uses of common materials.

EPISCOPAL CHARITIES APPEAL COMMITTEE

When the ECA. was established by Diocesan Convention in 1986 they were given two broad goals: Education about Episcopal social service ministries and raising money to support those human needs ministries.

In 1994, this eighth campaign raised \$77,085 from 850 contributors and/or congregations around the diocese. There were mailing, printing and supply costs of \$8,249.89; \$60,500 was distributed. Approximately \$14,000, which includes a portion received after the distribution date, will be used for 1995 start-up costs or later distribution.

The distribution for 1994 was as follows:

Aids Housing Association	\$16,000
Episcopal Maritime Ministry	8,000
Faith Homes	15,000

10015

Episcopa	Charities Appeal	Committee/Episcopal	Retirement Homes

KAIROS Prison Ministry	2,500
Mental Health Chaplaincy of Pierce County	4,500
Northwest Harvest South (Vancouver)	4,000
Simon of Cyrene Society	3,000
St. James Child Care (Cathlamet)	6,500
Thurston County Ministries in Higher Education	_1,000
	\$60,500

ECA went through the PIER process, and re-examined the goals and strategies for the appeal and also the eligibility criteria for recipient ministries.

ECA received the proceeds from the Bishop's Open Golf Tournament (approximately \$500) and awarded one of the trophies at the banquet following the tournament. ECA Night at the Mariner's game was canceled when the Kingdome was closed because of falling ceiling tiles.

The ECA Committee members this past year were:

Mr. Bill Martyn, Chair	Ms. Julie Northup
The Rev. Michael Creighton	Ms. Carol Teays
Mr. Pete Garratt	Mr. Ed Telcs
Ms. Peggy Habegger	Ms. Elizabeth Tuley
Ms. Nancy Jacobs	Ms. Janer Wilford
Ms. Clara Likes	Ms. Nancy Wolfe

Bill Martyn was the liaison to the Stewardship and Development Commission.

EPISCOPAL RETIREMENT HOMES OF WESTERN WASHINGTON

Episcopal Retirement Homes of Western Washington (ERH) is a non-profit corporation which is separate from, but affiliated with, the Episcopal Diocese of Olympia. Originally formed prior to 1960, ERH was reactivated in 1975 with a \$1,133,712 bequest by Miss Helen Long of St. Luke's Church, Tacoma.

(For the complete report of the ERH given to Convention, please refer to the Minutes beginning on page 74.)

Current members of the Board of Trustees of the ERH are:

Raymond L. Raines, President

John Addison, M.D.

The Rt. Rev. Robert H. Cochrane

Robert Dillingham

Frank N. Flannigan

Barbara Fox Phillip Lorenzen

Joyce McConnell

Dean Mielke

Allen Moses

The Very Rev. Gerald Porter (ex-officio)

Austin Ross

Donald L. Thoreson

The Rt. Rev. Vincent W. Warner (ex-officio)

Frank N. Young

COMMISSION ON FAITH DEVELOPMENT

In 1994 the Commission on Faith Development completed its first year since its formation. The Commission meets on a monthly basis and continues to examine, develop, and evaluate the needs and programs in all areas of Christian Education. The Chairperson and the Director of Faith Development report to Bishop Warner and the Diocesan Council on a regular basis. The Commission serves as the advisory board for the Office of Faith Development.

The Office of Faith Development provided the following events around the diocese in 1994.

HYC: Three weekend conferences were provided for youth in grades 9-12. The events took place in three different congregations within the diocese. The theme for each of the weekends was supported through speakers, films, worship, music, and both large and small group activities. The HYCs are dependent upon the support of clergy and laity within the hosting churches and the volunteer staff. The conference size is limited by the location. The HYCs this year served between 150-200 people, youth and youth leaders, at each event.

JYC: There were two of these weekend conferences serving grades 6-9. These events are similar in design to the HYC programs, with more emphasis on active learning situations. Both of our JYCs this year had between 124-140 in attendance.

6-DAY: 6-Day was held in June at Lake Retreat, Ravensdale. The group of about 130 lived in community and focused on the theme "This Little Light of Mine," supported by music, worship, speakers, workshops, prayer, games, and small and large group activities. We were also supported by visiting clergy from our Diocese each day of the week.

SEARCH: One Search Weekend was offered in 1994. The purpose of Search is to assist young people in renewing and deepening their personal relationship with Jesus Christ, while providing some tools for sharing Christ in their own environment. Search is a peer ministry of young people grade 11 through age 23. The Search program is presently being examined and renovated to meet the needs of our youth in the 90's.

CATHEDRAL DAY: This event in May was attended by children of all ages from around the diocese. A Cathedral Day Committee worked with members of St. Mark's Cathedral to present a fun-filled educational event highlighting the Episcopal Church in the Caribbean. The day reflected the Church School Missionary Offering theme established by the Executive Council of the Episcopal Church.

CHRISTIAN EDUCATION TRAINING DAYS: St. John's, Olympia and St. Elizabeth's, Burien were the locations for the two major Education Training Days in 1994. Multiple tracks included information for Sunday School Teachers, Christian Education Directors, Youth Leaders and Diocesan Youth Conference Staff, as well as classes for Adult Education and for Child Abuse and Sexual Misconduct.

YOUTH LEADER TRAINING EVENTS: As well as being included in the Education days, the Diocese also offered a special training program for people who work with Early Adolescents (ages 10-15). This was a "Training for Trainers" program which has proved its worth in the number of times the new trainers have already presented the material to others.

PROVINCIAL YOUTH COUNCIL: One adult and one youth represented the Diocese of Olympia at the Provincial Youth Event which we hosted here in the Northwest in February. The PYC is the decision-making program group of Province VIII Youth Ministries. It has the responsibility for planning and implementing all provincial youth events and programs, while overseeing the youth budget for the Province. It also provides the most direct communication channel betweeen diocesan and national youth networks.

CONGREGATION AND REGIONAL SUPPORT: The Office of Faith Development has also provided assistance to youth and youth leaders by helping to locate resources and by attending youth leader meetings and regional gatherings.

DIOCESAN CONVENTION: The youth and youth leaders of the diocese served as pages and tellers for our Convention.

1994 COMMISSION ON FAITH DEVELOPMENT MEMBERS

The Rev. Kevin Allen
Ms. Jean Gray
The Rev. Don Smith
Dr. Trevor, Bryant, Chair
Ms. Kathleeen Hamilton
Mr. Bill Tubbs
The Rev. Eston Collins
Ms. Tovi Harris
Kathy Klein,
Ms. Martha Eilertsen
Ms. Janice Matsumoto
Recording Secretary
Mr. Robert Graham
Dr. David Paisley

Submitted by, Kathleen D. Hamilton, Director

FAITH HOMES

This report is provided in recognition of the fact that Faith Homes is the oldest and perhaps largest outreach ministry in the Diocese of Olympia. Faith Homes has provided residential care to girls and young women for over 35 years. The ministry specializes in clients who are pregnant or parenting, or who suffer from severe emotional or conduct disorders. The vast majority of Faith Homes' clients have childhood histories of extreme physical, emotional, and/or sexual abuse. The average age of adolescent clients is 16 years.

Faith Homes' 1994 operating budget was \$1,079,106 with a projected year-end deficit of \$40,134 to be taken from operating reserves. The agency is funded by government contracts (State and Federal), private foundations, United Way, the Episcopal Charities Appeal (\$15,000), and individual gifts collected through the Thanksgiving Day Offering (\$40,000). The ministry employs 55 staff, most of whom work as counselors at one of six sites, providing 24-hour supervision and counseling intervention to girls.

Faith Homes is a 501(c)3 corporation, governed by a board of 16 trustees representing the community-at-large. The Board is committed to seeking racial and cultural diversity in its membership. The current President is the Reverend John Gretz; the Executive Director is Julie Bonsteel.

1994 has been a bittersweet year for Faith Homes. The ministry was forced to close the Port Townsend home, effective November 1, 1994, after two years of operation. The closure is attributed to sweeping changes in the Department of Social and Health Services' group care contracting system. The State has reduced the number of contract slots for emotionally-behaviorally disturbed adolescent girls. Private donations alone were not substantial enough to sustain the home.

Conversely, the agency's other three group homes - Union Faith Home, Brentwood Faith Home, and Woodlawn Faith Home - and Jump Start Transitional Housing are bursting at the seams and have waiting lists. In 1994, Faith Homes will have provided 95 clients with long-term, comprehensive residential care. Faith Homes initiated a Spiritual Enhancement program in 1994, which will be implemented in 1995. With funding from the Stewardship Foundation, and a few private contributors, Faith Homes will partner with another well-known Christian ministry, Youth for Christ, to provide spiritual counseling, religious education, and

"Young Life"-type activities for Faith Homes clients. Spiritual and religious life is now formally recognized as a component of treatment planning for all Faith Homes' clients.

The Faith Homes Board has raised \$33,600 via its Opening Doors endowment campaign. This endowment fund will provide a stable financial base for the future, including obtaining bequests and trusts, to guarantee that Faith Homes remains strong and less vulnerable to trends in charitable giving and municipal contracts. The Opening Doors campaign funds are invested in the James F. Hodges Diocesan Investment Fund. Faith Homes' goal is to raise the endowment to \$100,000 by the end of 1996.

COMMITTEE ON HUMAN SEXUALITY

The 1991 General Convention passed a Resolution (A104SA) calling for Bishops and deputies to initiate a means of dialogue on Human Sexuality in their respective diocese.

Bishop Warner called 12 people to do just that in this diocesse. (For the complete report given to Convention, please refer to the Minutes beginning on page 31.)

Committee on Human Sexuality:

The Rev. Bob Bethea The Rev. Diane Brelsford Mr. Lawrence Dayball The Rev. Mary Jane Francis The Rev. Randal Gardner The Rev. Morris Hauge Mrs. Maureen Lyons The Very Rev. William Maxwell Mrs. Jean Perry Ms. Jennifer Rogers Mrs. Carol Teays The Rt. Rev. Vincent W. Warner Canon Betsy H. Greenman

COMMISSION ON MINISTRY

The commission on Ministry is a canonically established body that assists the Bishop in determining needs, recruiting and selecting persons for ministry, as well as their continued guidance, pastoral care and continuing education.

For over a year, the Commission on Ministry has been reviewing and revising the process by which the Diocese assists persons in discerning paths of ministry. The

Commission on Ministry/Committee on Mission Extension

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"Ministry Guidebook" is now in its final review stages and will be available in the spring of 1995. It recognizes our baptismal ministry as the basis for all ministry discernment and outlines how we walk with each other in this journey.

When completed, a resource copy will be sent to each congregation in a three-ring binder. Additional copies will be available from the Bishop's office.

The Commission on Ministry continues to meet with persons in the ordination process, and those who seek admission to Postulancy, making recommendations to the Bishop as appropriate. The Commission meets regularly on the fourth Wednesday of each month, and at other times as needed. I have found this to be a thoughtful and committed group of individuals who prayerfully accept the responsibility that has been entrusted to them.

The Reverend Michael Creighton, Convenor

COMMITTEE ON MISSION EXTENSION

MISSION: The mission of the Committee on Mission Extension is to enable the Diocese to establish new congregations which will be able to fulfill the purpose for which they are begun.

To fulfill this mission, the Committee will do careful analysis and planning, considering the need for the ministry and witness of the Episcopal Church in various situations, and all aspects of the environment in which it would take place, as well as the available diocesan resources.

MEMBERSHIP:

The Rev. Bob Bethea Mr. Jim Campbell The Rev. Geoffrey Ethelston The Rev. Fred Jessett, Chair Mr. Al Haller
The Rev. Jodene Hawkins -

The Rev. Diana Woods

The Committee was organized late in 1993 and has written, and submitted to Diocesan Council, a draft of policies for new church starts, continued analysis of the demographics and other statistical data on the diocese, as well as working on criteria for establishing priorities for new church starts and mission church building.

Respectfully submitted, The Reverend Fred Jessett, Chair

COMMITTEE ON NOMINATIONS

Secretary of Convention:

The Reverend John G. Schaeffer, Incumbent

The Reverend John G. Schaeffer has completed five terms as Secretary of Convention and is seeking this office for another year. The Secretary of Convention also serves as Secretary of the Board of Directors of the diocesan corporation. Fr. Schaeffer recently retired from St. Luke's Church, Renton, where he served as rector since 1959. He has been a member of the Diocesan Council and the Commission on Ministry, and been a Convocation president, a reader for the General Board of Examining Chaplains, and faculty member and dean of the Diocesan School of Theology.

Diocesan Treasurer:

Mr Denison (Denny) Bacon, Incumbent

Mr. Denny Bacon is completing his second full term as Treasurer of the Diocese. He is a member, former stewardship chairman, and former Senior Warden of the Church of the Ascension, Seattle. As Treasurer, he is a member of the Board of Directors, and chairs the Loan and Property Committee. He has over twenty years of financial market experience, and is currently a partner with Seattle Northwest, a firm which specializes in the trading of municipal bonds.

Historiographer:

The Reverend J. William Bertolin, Incumbent

The Reverend J. William Bertolin is completing his second term as Historiographer. He is a member of the National Episcopal Historians Association; History, Archives and Records Committee; TACS, President; and the Vancouver School of Theology Foundation Board of Trustees. His goals are to promote nationally and in the diocese the interpretation of history as a resource for evangelism and long range planning and to continue to offer diocesan workshops to motivate and train people to gather historical data and to interpret its meaning.

Archivist:

Mrs. Diane Wells, Incumbent

Mrs. Diane Wells, newly appointed Archivist and Records Manager for the Diocese of Olympia, has a B.A. in History from Seattle Pacific College, a M.A. in History, a M.L.S. from Indiana University and a Certificate in Records Management from the University of

Washington. She is a member of the Society of American Archivists, the National Episcopal Historians and Archivists and the Association for Records Managers and Administrators. She has wide and varied experience in librarianship and business. Diane resides with her family in Auburn.

The Standing Committee: (four year term)

Clerical Order

(Vote for THREE, the person receiving the highest number of votes will fill the four year term; the second highest a two year, unexpired term; the third a one year, unexpired term.)

The Reverend Allan C. Parker, Trinity Parish, Seattle
The Reverend Charles Ridge, Church of the Ascension, Seattle
The Reverend Patricia L. Taylor, St. George's Seattle
The Reverend John Thompson, Church of the Holy Spirit, Vashon
The Reverend Curtis R. Zimmerman, Christ Church, Tacoma

The Reverend Allan C. Parker, rector, Trinity, Seattle, has served on many committees and commissions, including the Standing Committee. He has been active in Marriage Encounter, Cursillo, and youth ministry. He sees the Standing Committee as a primary support for the Bishop and as counsel of advice to him and the clergy and congregations of the Diocese.

The Reverend Charles D. Ridge, rector, Church of the Ascension, Seattle, was ordained in St. Mark's Cathedral in 1961. Standing Committee experience in Arizona and the Dominican Republic; deputy to General Convention, 1973-1979; Board President, Ministry of St. Martha-St. Mary's (Pike Market). Concerns: strengthening the Diocese and Episcopal Church by supporting the ministry of our bishop and qualified candidates for ordination; ministry to special populations in our Diocese.

The Reverend Patricia L.Taylor, deacon, St. George, 's, Seattle, has served as senior warden, director of nursing, convocation president (twice) and reader of General Ordination Examinations. She is currently a Guardian ad litem King County Superior Court, member of the Diocesan School of Theology Board, deacon and children's advocate. She asks tough questions often playfully. She is passionate about Gospel values: justice, truth and respect for individual dignity.

The Reverend John Thompson, rector, Holy Spirit, Vashon, has served a one-year term on the Standing Committee (1993-94) and agrees to be nominated for a full term. Other activities include: Board of Examining Chaplains (1993-present), BACAM interviewer

(1993), and Governing Bodies Systems Committee (1993-present). John's experience on the Standing Committee has prepared him well to serve a full term.

The Reverend Canon Curtis R. Zimmerman, rector, Christ Church, Tacoma, has served on Diocesan Council and the Governing Bodies Systems Committee, as mentor to aspirants in the ordination process, and on the national and local Board of Examining Chaplains. He is respected by his colleagues as a facilitator and team builder and will bring 20 years experience as a priest to a body which serves a variety of significant roles.

<u>Lay Order</u> - vote for ONE Ruth Adams, St. Andrew's, Seattle John Battin, St. Paul's, Bremerton

Ruth Adams is a lifelong member of St. Andrew's, Seattle. She served as secretary to the Bishop of Olympia for 26 years and as Secretary to the Board of Directors, Commission on Ministry and Diocesan Council. She served as senior warden and Delegate to Diocesan Convention. Awarded the Bishop's Cross for extensive youth work in the Diocese and National Youth Commission she would bring experience and commitment to the Standing Committee.

John Battin has been a member of St. Paul's, Bremerton for 10+ years. His ministry has been as a Sunday school teacher; youth leader; choir member; vestry member (1985-1990); stewardship chair; search committee; board of ministry; music team (3 years); and junior warden (presently). Goals: open the church to the wider community through outreach and evangelism. Experience: administration and evangelism ministry.

The Diocesan Council: (four year term)

Clerical Order

(Vote for two - the person receiving the highest number of votes will fill the four year term; the second highest a one year, unexpired term.)

Mary Jane Francis, St. Margaret's, Bellevue

Stephen E. Moore, Trinity, Seattle

The Reverend Mary Jane Francis is the associate at St. Margaret's in Bellevue. In the Diocese of Olympia she has served on the CADO Board, Human Sexuality Committee and the Faith Development Task Force. In the Diocese of Tennessee she was a General Convention deputy and first alternate, served on the Christian Education Task Force, and chaired the Commission on Ministry and Church Consultants.

The Reverend Stephen E. Moore, associate, Trinity, Seattle is a member of the faculty of the Diocesan School of Theology, the Committee on Alcoholism & Substance Abuse, Constitution and Canons, CADO's Committee on Professional Standards, and chaplain for Camp Huston. He formerly served as Chair of Bishop's Commission on Ecumenism, Assistant Diocesan Ecumenical Officer, and member of the Bishop's Committee on Liturgy and Music.

Lay Order (vote for two)

Becky Clark, St. Matthew's, Auburn
George Garcia, St. Joseph-St. John's, Tacoma
Jack Lyons, St.Andrew's, Port Angeles
Rory K. Miller, Church of the Epiphany, Chehalis
Christina Ann (Tina) Polf, St. George's, Seattle
Kathryn Rickert, St. Hilda's & St. Patrick's, Edmonds
Carl Spitzer, St. Luke's, Renton

Rebecca (Becky) Clark, St. Matthew's, Auburn, is a life-long Episcopalian and finishes her commitment to St. Matthew's vestry and Cursillo Secretariat in 1995. Currently a parish secretary, on the Native American Committee and its subcommittee WICONI, she taught and was church school director for several parishes; volunteers for Bridges: the Center for Grieving Children, Boy Scouts and CGO Wives' Club.

George Garcia, St. Joseph-St. John's, Tacoma, is currently serving an appointment to an unexpired term on the Diocesan Council. He has served on bishop's committees in two mission congregations, and as senior warden, convention delegate and lay reader. He is a retired US Army lieutenant colonel and has an MBA degree.

Jack Lyons, St. Andrew's, Port Angeles, is presently serving his third term as senior warden, served as chair of the Stewardship Committee and is a member of the church choir. Prior to coming to our Diocese he served on the vestry, as senior and junior warden, head lay reader, search committee and choir director (19 years) in the Diocese of Wyoming.

Rory K. Miller, Church of the Epiphany, Chehalis, is a graduate of the Foundations Program of the School of Theology. Rory has served on the vestry of Epiphany and continues there as a lay reader and parish treasurer. He is also treasurer/comptroller of Lewis County PUD.

Christina Ann (Tina) Polf, St. George's, Seattle, was senior warden during search process; a graduate of the Phase II of the Leadership Skills Institute. Active in church, and as a youth group leader. Manages own tax/accounting practice; understands finance and systems.

Kathryn Rickert, music director of St. Hilda-St. Patrick's, Edmonds, is a Pastoral Musician and teaches Biblical Spirituality at Seattle University and the Diocesan School of Theology, with a concern for the multi-cultural context of the church. Past ministries include: BACAM interviewer, Convention delegate, Diocesan Altar Guild, and Bishop's Commission on Education. She currently serves on the Multi-Cultural Ministry Coalition, Native American Committee and Racism Task Force. (M.Div. from Seattle University)

Carl Spitzer, St. Luke's, Renton, is serving his third year as treasurer for St. Luke's and has served as a Delegate to Diocesan Convention since 1987. He is a member of the St. Luke's vestry and served on the Committee on Diocesan Congregations.

The Cathedral Chapter: (three year term)

<u>Clerical Order</u> (vote for one) Paul Collins, St. Hilda's & St. Patrick's, Edmonds

Paul Collins, vicar, St. Hilda & St. Patrick's, Edmonds, has served on the Diocesan Council, as General Convention deputy, on the CADO board, and on the board of the National Episcopal Clergy Association. He feels it would be rewarding to participate in re-examining the Cathedral Chapter's role.

Lay Order (vote for one)

William A. Peterson, Church of the Ascension, Seattle Richard M. Proctor, St. Augustine-in-the-Woods, Freeland

William A. (Bill) Peterson, Church of the Ascension, Seattle, has served as a vestry member, senior and junior warden, property manager, Convention delegate, convocation president (2 terms), and Housing and Transportation Committee chair for the Bishop's Consecration. He served as parish coordinator for Business of God Luncheons and the Archbishop of Canterbury Dinner. He would like to see the diocesan family and Cathedral work together to promote and foster the position of St. Mark's as the Bishop's See and the Mother Church of the Diocese.

Richard M. Proctor, St. Augustine-in-the-Woods, Freeland. Delegate to Convention (2 years), alternate (3 years); vestry (3 years); parish chair of Liturgical Arts Committee, Organ Replacement Committee, Cursillo and Integrity. Active in the Visual Art of Western Washington for the past 32 years as a teacher, writer, lecturer, juror and sometimes liturgical artist.

Nominations Committee/Office of the Bishop

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Faithfully submitted, Committee on Nominations

Mrs. Carol Teays, Chair The Reverend Kevin Allen Mr. Bob Greenfield The Reverend Irene Martin Mrs. Jean Perry

OFFICE OF THE BISHOP

The Office of the Bishop is one of the five Governing Bodies of the Diocese of Olympia; the others are: Diocesan Convention, Diocesan Council, Board of Directors, and Standing Committee. The Office of the Bishop includes the Bishop and his staff, Chancellor, Vice-Chancellor, and Treasurer. The staff of the Office of the Bishop is organized into three overlapping groups: Management Team, Program Staff, and Support Staff.

The Management Team consists of the Bishop, Provost, Archdeacon, Canon for Ministry Development, Director of Development, Director of Communications, and the Comptroller. The Program Staff includes this group plus the Director of Faith Development, School of Theology Dean, Education Resource Librarian, Archivist and Records Manager, Planned Giving Field Officer, and Director of the Huston Camp and Conference Center. The Support Staff includes the Huston Conference Center staff, St. Andrew's House staff, and others who staff the Diocesan House.

The Chancellor, Vice-Chancellor, and Treasurer (all volunteers) provide invaluable counsel and advice on various matters pertaining to the work of the Office of the Bishop. The Training and Consultants Group (TACS) functions as an extension of the Office of the Bishop in providing consultative services for congregations.

The Office of the Bishop provides executive leadership for the functioning of the Diocese, and seeks with considerable intentionality to carry out this work using the values of "servant leadership." That is, the Bishop, his staff, and advisors, seek to serve the clergy and laity of this Diocese. The Office of the Bishop is a resource for the ministry that is carried out by parish and mission congregations, developing congregations, diocesan specialized ministries, affiliated ministries, agencies and schools, other diocesan governing bodies, and the individual members of the Diocese-at-large.

Some of the work of the Office of the Bishop includes the providing of support services for clergy, including deployment, supervision of mission clergy, counsel and advice on a wide range of topics, and pastoral care of clergy and clergy families. Other work focuses directly on the work of congregations, including vacancy consultation, long-range planning and conflict management. A considerable amount of time and energy involves misconduct issues, which are increasingly complicated, sensitive, and potentially litiginous.

Other services provided include fund raising counsel, communications assistance, financial advice and direction to congregation treasurers and other leaders, and general administrative systems support.

The Office of the Bishop also has a role in providing leadership in planning and guidance for the work of other governing bodies, as well as responsibility for overseeing the implementation and supervision of diocesan program and ministries. Members of the Office of the Bishop provide leadership for many conferences, meetings, and visits in congregations throughout the year.

The Bishop is also the chief liturgical and ecumenical officer. There are a host of liturgical events and visitations, as well as regular interactions with other Western Washington religious and community leaders.

Finally, there is the work of the Office of the Bishop in the wider church. A bishop not only heads a diocese, but engages as a colleague with other bishops for the leadership of the whole church. Each bishop sits on a number of commissions and committees which guide the work of the wider church.

Each year sees an increase in the expectations to be carried out by the Office of the Bishop, which frequently leaves the Bishop, his staff, and advisors feeling overwhelmed with the challenge of it all. Learning when to say "no" is a necessary reality for survival as members of the Office of the Bishop. We are sustained by the dedicated commitment and hard work of the hundreds of volunteers who share in the leadership for our Diocese, as well as each of your prayers and good wishes. May we increase our sense of "partnering" in the year to come for the building up of Christ's Church in this place.

COMMISSION ON PERSONNEL

The Commission's Charge

Canon 23 provides that the Commission on Personnel report annually to the Convention on its findings and recommendations concerning compensation guidelines applying to clergy working within the Diocese and the lay employees of the Diocese. The Canon also provides that the Commission is responsible for developing and recommending policy, plans, or specific actions to be taken by the Bishop, Convention or Diocesan Council concerning these matters. It charges the Commission to advise the Diocesan Council by July 1st of each year regarding the adjustment to salary ranges for parochial clergy and diocesan staff which it will report to the Convention for its adoption and implementation effective January 1st of the following year.

The Process

During the year, the Commission discussed and explored a range of issues affecting employment and compensation. Sub-committees were formed for in-depth study of the issues covered in this report and charged to prepare recommendations for consideration by the Commission. It is important to point out that the Commission acted as a Committee of the Whole in developing the recommended adjustment for compensation purposes. On that matter, the Commission considered a number of factors: changes in the U.S. Department of Labor's Consumer Price Index (CPI) for the current year, and the personal expertise of the personnel professionals on the Commission.

Report and Recommendations

The Commission's report on its 1993-1994 work is as follows:

I Compensation Schedule for Diocesan Staff

The diocesan staff salary scale applies to lay and ordained persons on the Bishop's Staff at the Diocesan House and other compensated persons directly employed by the Diocese of Olympia. The Commission recommends that existing salary schedules be adjusted upwards of 2.5% at the mid-point of each grade. The recommended 1995 schedule is attached as **Appendix A**.

II. Compensation Schedule for Parochial Clergy

Parochial clergy consist of those ordained persons directly employed by the Bishop of Olympia to serve mission congregations and those ordained persons directly employed by congregations. The Commission recommends that existing salary schedules be adjusted

upwards of 2.5% at the mid-point of each grade. The recommended 1995 schedule is attached as **Appendix B**.

III. Compensation of the Bishop

The Commission recommends that the salary range for the Bishop be adjusted the same 2.5% increase over 1994.

IV. Lay Compensation

Congregations are reminded that actual compensation is an individual matter and should be based on job performance, job duties and market practice. These factors may well require that a person's pay be adjusted by a higher or lower figure than the range adjustment figures reported above. Merely adjusting pay each year by a "cost of living" increase can distort an individual's proper compensation over time, resulting in pay that is too high or too low. Congregations that do not have formally adopted salary ranges should compare a lay employee's pay with that of similar organizations in their area, set a figure which is felt "the market" would pay a fully performing employee, and adjust their individual employee's pay in that light.

V. Diocesan Lay Personnel Policy Guideline Manual

The Commission has completed and sent to the Diocesan Council a final completed Personnel Policy Guideline Manual for distribution and use by all Parishes and Missions. (A copy is available on request by calling 325-4200).

VI. Diocesan Performance Appraisal Review Guidelines

The Commission has completed a Performance Appraisal Review Guideline for use by diocesan staff, parishes and missions. The Guideline contains sections for job descriptions, mutually agreed upon goals, employee's self-evaluation and supervisor's evaluation. It is highly recommended that at least an annual review be provided for each employee of the diocesan corporation, its congregations and its ministries. Copies are available from the Office of the Provost.

VII. Continuing Work before the Commission

At the close of the year 1992-1993 the Commission has a number of other matters under review which are not completed and ready for final report to the Convention. These include:

A. Severance/Unemployment Compensation Policy

The matter of a Severance Policy or Unemployment Compensation policy was returned to the Commission for further study and development of an appropriate policy. A sub-committee has been working on this matter and will soon be reporting to the Commission as a whole for action and a recommendation will be forwarded to the Council.

B. Diocesan Salary Grade System

The (16) grade system currently in use for establishing salary schedules for diocesan staff - clergy and lay employees - was adopted in 1980. Since that time several changes and adjustments have been made. Job descriptions have been completed for all diocesan staff clergy and lay employee positions. The Commission is reviewing these job descriptions and salary grades to ascertain if the grades as established are still appropriate and effective or if adjustments should be recommended.

C. Letters of Mutual Ministry Agreement for Parish/Mission Clergy

The Commission has completed work on the guidelines for Letters of Mutual Ministry Agreement between parish/mission clergy and their congregations. This will provide a model for congregations to update the letter of agreement with their clergy and give a certain amount of uniformity between congregations. The model will cover all the requirements needed in such letters of agreement. (Appendix C & D).

D. Sabbatical Leave Guidelines

In 1991, the Convention adopted a policy on sabbatical leave and directed the Commission to develop specific guidelines for its implementation. This will be assigned to a sub-committee for completion in this coming year.

Respectfully submitted, 1994 Diocesan Commission on Personnel

The Rev. Donald Mackay III, Chair

Mr. Miller Adams Mr. Rick Adams

Mr. Steve Faust The Rev. Harry Rogers
Mrs. Dianne Sherman The Rev. Kenneth Snyder

Ms. Gerry Strommer, Lay Prof. Rep. The Rev. Timothy Vance, CADO Rep.

Appendix A DIOCESAN STAFF SALARY SCALE

Grade	Minimum	Mid-Point	Maximum
16	\$66,049	\$82,562	\$99,074
15	\$52,875	\$66,094	\$79,313
14	\$45,435	\$56,793	\$68,152
13	\$39,438	\$49,297	\$59,156
12	\$34,314	\$42,892	\$51,470
11	\$30,643	\$38,304	\$45,965
10	\$27,482	\$34,353	\$41,224

Appendix A (continued) DIOCESAN STAFF SALARY SCALE

Grade	Minimum	Mid-Point	Maximum
9	\$26,179	\$32,724	\$39,269
8	\$24,907	\$31,134	\$37,361
7	\$23,699	\$29,623	\$35,548
6	\$21,372	\$26,716	\$32,059
5	\$19,416	\$24,270	\$29,124
4	\$17,828	\$22,285	\$26,702
3	\$16,487	\$20,609	\$24,731
2	\$15,151	\$18,939	\$22,727
1	\$13,922	\$17,402	\$20,882

Appendix B PAROCHIAL CLERGY SALARY SCALE

<u>Grade</u>	<u>Minimum</u>	Mid-Point	Maximum
A	\$51,130	\$63,912	\$76,694
В	\$46,482	\$58,102	\$69,722
C	\$42,255	\$52,819	\$63,383
D	\$38,415	\$48,018	\$57,622
E	\$34,964	\$43,705	\$52,446

Applicable Policies

Mandatory Policies (applies to rectors and vicars)

- 1. If church-owned housing is provided, the range is reduced by 20% plus the amount of any utilities provided, either in form of actual utility costs paid or in allowances provided.
- 2. Clergy must be paid at least the minimum of the applicable range.
- 3. Clergy with total experience in ordained ministry of ten years (10) or more regardless of grade, must be paid the mid-point of Grade E, which, for 1995, will be \$43,705.
- 4. Clergy with five (5) or more years in the same grade or congregation must be paid at least 90% of the mid-point of the applicable range.

 NOTE: A clergy with less than five (5) years should be given pay raises greater than the cost-

of-living adjustment so the salary would reach the 90% of mid-point by the fifth year.

- 5. Clergy with ten (10) or more years in the same grade of congregation must be paid at least 100% of the mid-point of the applicable range. See note in number 4.
- 6. Exceptions to these policies require approval of the Bishop.
- 7. All contractural agreements with clergy must be rewritten or amended to reflect changes in compensation or provisions and a copy forwarded to the Bishop.

Advisory Policies:

- 8. For assisting clergy, it is recommended that minimum compensation be established at two salary grades below that established for the parish or mission, depending upon qualifications and experience.
- 9. For interim clergy, it is recommended that minimum compensation be established at one salary grade below that established for the parish or mission.

Following is a list of documents for each Clergy Person to have in their own possession

- 1. Letter of Mutual Ministry Agreement. See Appendices C and D for content. *++
- 2. Each year by November 1st, a Letter of Mutual Ministry Agreement will be reviewed and a copy sent to the Office of the Bishop. A letter will be received from the Office of the Bishop, acknowledging that the Letter of Mutual Ministry Agreement has been received and recorded. This letter should be placed in the file. *++
- 3. A copy of the National and Diocesan Canons with a list of those applicable to mutual ministry. *
- 4. A copy of the return from the Washington State Patrol background check. For all new clergy a copy of the background check document is required by the Diocese. *++
- 5. A copy of the sign-off statement in relation to the Sexual Misconduct Policy of the Diocese and a copy of the policy. *++
- 6. A copy of the Clergy Professional Standards document.
- 7. A current copy of the Warranty for Sexual Misconduct together with all Diocesan Addendums. *
- 8. Certificate of Completion of the Sexual Warranty Training required by the Church Insurance Corporation and the Diocese of Olympia. *
- 9. Documentation of completed Continuing Education, training, etc. together with any credits, degrees or honors.
- 10. A copy of the Letter Dimissory or current Diocesan License (updated annually).
- 11. A copy of the Letter of Institution. *
- 12. When available, a current copy of all Diocesan Policies. *
- 13. A copy of any professional honors, degrees, organizations or licenses.

For the purpose of this document when the term vestry or parish is used it is understood that also refers to bishop's committees or missions.

- * Should also be on file in the Parish Office
- ++ Should also be on file in the Bishop's Office

Appendix C

The following areas are mandatory to be covered in the Letter of Mutual Ministry Agreement:

- 1. A statement of the understanding of mutual ministry.
- 2. A section outlining in detail the responsibilities of the Priest in carrying out their portion of the ministry.
- 3. A section outlining in detail the responsibilities of the Vestry/Parish in carrying out their portion of the ministry.
- 4. A section outlining the process of evaluation of the above and the annual update of the letter of Mutual Ministry Agreement to be completed by November 1 of each year with an updated copy sent to the Office of the Bishop.
- 5. Each update of this LOMMA shall include a statement of the starting date for the position with the names of the Wardens on that date.
- 6. A section on compensation and benefits which shall be reviewed and updated annually. This section shall include clear statements on the following: Salary, Housing, Pension, Professional expense allowance (In no case should the priest be paid a car allowance. See attached information on the accountability reimbursement plan), L&I, Social Security, Medical, Dental, Vision Care, Employee Assistance, Group Life Insurance and Disability Insurance. An annual update of the insurance benefits and the cost to the parish shall be provided by the Diocesan Insurance Office.
- 7. A section outlining the expectations of times of work and leave. This section should include: Expectations of hours worked/week, day(s) off, vacation, sick leave, professional leave, personal leave, holidays, continuing education, family leave, sabbatical leave, etc. A clear statement of policy on short term disability shall be included.
- 8. A clear statement on the proper use of, and parish contribution to, the Parish Discretionary fund. (See attached document.)
- 9. A section on the termination of the letter of Mutual Ministry Agreement which may include such items as, accepting another call, retirement, or resignation. Termination benefits shall be clearly stated. Expectations of notice shall be clearly stated.
- 10. A statement of the process of review and update and transmission of the updated LOMMA to the Bishops office.
- 11. A clear statement of parish policy and financial resources should the clergy die while employed by the congregation.
- 12. For mutual care and concern a list of persons to contact in case of accident, emergency, or death should be readily available to the Senior Warden and/or the Church Office.
- 13. Mediation: A clear policy statement on mediating any disagreements or misunderstandings in this LOMMA will be included. The Office of the Bishop will assist in this area.

Sample documents for the LOMMA are available through the Bishop's Office of the Diocese for Rectors, Vicars, Priests in Charge, Interims, Assisting Clergy, etc.

Appendix D

PROFESSIONAL LEAVE

Many clergy with special skills and talents are in demand to staff workshops and conferences that benefit the home parish and diocese as well as the church as a whole. The organization sponsoring the event usually pays all expenses of the faculty for the event as well as some additional amount for an honorarium. Therefore, it is recommended that:

- 1. Clergy invited as above should be allotted up to 2 additional weeks of paid leave per year that may include Sundays. If supply clergy is required for a Sunday absence, the cost may be charged to the honorarium paid for the event.
- 2. If the clergy person is in such demand for these occasions that the above is not sufficient leave, then Continuing Education time (but not funds) may be used with the agreement of the vestry or bishop's committee.

CONTINUING EDUCATION

- 1. Every ordained person employed in the church shall have written into his or her Letter of Mutual Ministry Agreement a two-week annual study leave with pay. This should not be considered a part of vacation. Study leave may be taken annually or equivalent time and pay may be accumulated up through a period of six years.
- 2. Each congregation shall set aside the sum of \$XXX (adjusted annually for inflation) per ordained person on staff (pro-rated for less than full time) for approved advanced study and, in addition, the expense of a supply priest if required during his or her absence. At the beginning of each calendar year the stated amount, plus funds for supply, should be deposited in a continuing education escrow account for such purpose. If unused, this money will compose a local continuing education fund for future use.

SABBATICAL LEAVE

Every ordained person employed in the church may have written into his or her Letter of Mutual Ministry Agreement a provision for Sabbatical Leave passed by Convention 1991 as follows.

Policy on Sabbatical Leave

- A. The Commission was requested to formulate a policy regarding standardized sabbaticals. The following issues were considered:
 - The Church recognizes the right and expectation of every ordained minister and lay
 professional church worker to continuing education and vocational development throughout the years of active ministry and recognizes the benefits which accrue to the church from
 such activities, and
 - 2. The Church also recognizes that church professionals, clergy and lay, periodically need time to disengage from their regular tasks and from the stress of being constantly on call, ministering to the sick and dying, and continually dealing with stressful situations, and

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3. Specified periods of time for this purpose should regularly be made available by every congregation or other church employing body to every ordained minister or lay professional church worker.

B. More specifically, the policy on sabbatical leave is recommended to read as follows:

- 1. It is the policy of the Diocese of Olympia that all active parochial and non-parochial clergy and lay professional church workers employed by the Diocese, its parishes and missions, and institutions, or other church-related employing bodies shall be entitled, after five (5) years tenure in his/her current position, to request a leave of absence of from three to six months for purposes of education or vocational development. Such leave shall be subject to the approval of the Bishop and the vestry or employing group board and shall be without any decrease in compensation or other allowances and vacation rights. The right to request such leave shall recur after each additional five (5) years of service.
- Clergy and lay professional church workers shall apprise their vestry, bishop's committee, employing board or, in the case of Diocesan employees, the Bishop, of their intention to take sabbatical leave sufficiently in advance to enable arrangements to be made for adequate coverage of their duties during their time away.

SICK LEAVE

Paid sick leave shall be accrued at the rate of 1 day per month, or 12 days per year. The maximum to be accumulated may be 365 days.

DEATH BENEFIT

In the event the clergy person shall die while employed by a congregation, the congregation shall continue all salary, housing, insurance and other benefits payable to the survivors for a minimum of 3 months.

SHORT TERM DISABILITY

There is action pending by the Insurance Commission on this issue.

VACATION

The normal paid vacation expectation throughout the church for full time clergy persons is one month/year. The LOMMA should include statements of policy about unused vacation carried forward and any limits there of. There should also be a statement that a minimum of vacation be taken each year.

REASONABLE WORK WEEK

In order to prevent clergy burn out and promote clergy wellness some system of mutual care should be adopted by the vestry. Clear statements of expectations on the part of both vestry and clergy, in the area of reasonable work week, should be a part of the LOMMA.

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LEAVE TIME

Personal leave, family leave and leave for reasons other than sickness or vacation should be clearly stated. It should be the understanding of the congregation that a professional clergy needs continuing education and that the congregation has some obligation to provide both time and compensation in this area.

HOLIDAYS:

Following is the list of holidays observed by the diocesan house staff. The parish should review these and use them as a guide to develop a Holiday list for staff.

1) New Year's Eve (1/2 day)

2) New Year's Day

3) Martin Luther King Day

4) President's Day (Washington's Bithday)

5) Good Friday

6) Memorial Day

7) Independence Day

8) Labor Day

9) Thanksgiving Day

10) Friday after Thanksgiving 11) Christmas Eve (1/2 day)

12) Christmas Day

Employee's Birthday (to be taken within 3 months)

TO:

The Clergy

FROM:

Vincent W. Warner

Dear Friends in Christ,

I commend to you the contents of this packet. The Personnel Committee has worked diligently to bring into one place a variety of information and current diocesan guidelines relating to the way we develop the mutual expectations of ministry with our policy making bodies.

The attached material will be helpful as you review and continue to work out the mutual ministry agreements with vesties and bishop's committees. In my experience, it is helpful to have at least annual opportunities to reflect about how ministry is happening, how people feel about the working relationship and where adjustments might be called for.

If you need assistance along the way, please feel free to call on any of us to help with details. Canon Greenman takes a primary role in helping with Letters of Mutual Ministry Agreement with new clergy and parishes. Archdeacon Tomter assists especially where mission clergy are concerned.

Please be sure that copies as indicated by ++ on document 94/C/4-6 are forwarded to my office. They become part of your permanent file.

Thank you for the ministry you provide and the mutuality which you foster with your lay leaders. May God bless you.

Faithfully,

Vincent W. Warner

cc: Convention delegates

PLANNED GIVING COMMITTEE

Purpose Statement: The Planned Giving Committee is responsible for the development and oversight of the Planned Giving Program of the Diocese of Olympia to the extent outlined in the Statement of Policies and Procedures.

Thanks to the leadership of the Rev. Murray Trelease, Planned Giving Field Officer for the Diocese, a series of planned giving brochures were prepared and Planned Giving Coordinators were recruited in many congregations in the Diocese. Father Trelease writes an article for each issue of the Episcopal Voice and has established two newsletters that have had three issues each (Eastertide, Summer, and Fall 1994) for distribution in the diocese, one each for the Rector, Vicar, Junior and Senior Warden, vestries and bishop's committees, and the Planned Giving Coordinator. Father Trelease has also visited and preached in forty congregations.

The first gathering of the Bishop's Society took place on Saturday, June 25, 1994 at Diocesan House to recognize and honor those individuals who have remembered their church or the Diocese in their wills or estate plans. There was a lovely service of dedication and high tea. Attendees had their pictures taken with the Bishop as a momento.

The Planned Giving Committee members were:

Carol Batchelder, Chair Ms. Jolly Sue Baker Mrs. Marian Berge Mr. Richard Cleveland Mr. Harry Machenheimer

RACISM TASK FORCE

Hello, my name is Shirley Noble-Wingert, Chair of the Bishop's Task Force on Racism. Giving honor to God, Bishop Warner and Convention Delegates and the guests here today. I stand before you with the grace of our Lord Jesus Christ to give this Convention a report. . .

(For the complete text of this report given to Convention, please refer to the Minutes, beginning on page 28.)

RESOLUTIONS COMMITTEE

1. Recognition of Differing Sexual Orientations

RESOLVED, that this 84th Convention of the Diocese of Olympia, recognize that all people regardless of human sexual orientation are of equal value in God's eyes and that all should receive the pastoral care of the Church.

Explanation:

Many, if not all, churches in our Diocese have gay and lesbian members who are part of the congregation. It is important that these individuals know that they are seen as children of God and as a welcome part of the life of the Church.

Submitted by:

Lawrence D. Green, Convenor Human Sexuality Issues Committee, St. Mark's Cathedral

The Resolution Committee recommends a **PASS**. (For action taken, refer to the minutes, page 34.)

2. Call for dialogue regarding the relationship between St. Mark's Cathedral and the Diocese of Olympia

RESOLVED, that this 84th Convention of the Diocese of Olympia endorse the recommendation by the Cathedral Chapter and Cathedral Vestry calling for a year of dialogue and study pertaining to the relationship between St. Mark's Cathedral and the Diocese of Olympia.

Explanation:

For many months the Cathedral Chapter and the Vestry of St. Mark's Cathedral have been studying the governance and vision for the Cathedral. In a joint retreat held in June, 1994, these two bodies agreed to the drafting of a new Mission Statement for the Cathedral, and to explore various governance models for carrying out the vision for the Cathedral.

In early September, a second joint meeting of the Chapter and Vestry endorsed a draft Mission Statement for recommendation to the St. Mark's congregation and the Diocese-at-large for discussion.

The present system of governance for St. Mark's Cathedral is predominantly that of a traditional parish church. The rector (dean), wardens, and vestry comprise the Cathedral corporation. The bishop and others from the Diocese-at-large have very limited authority in the Cathedral's governance.

At the heart of the traditional "cathedral" concept is an understanding that a cathedral is a unifying symbol for the ministry of a diocese, and at the same time is free to explore models for ministry on behalf of a diocese which a parish or mission congregation might be unable to undertake.

The Cathedral Chapter and Vestry believe that to be most effective the ministry of the Cathedral and the bishop should be in concert. The bishop should have a strong voice in the Cathedral's life with the dean acting in partnership with him.

The "ownership" of a cathedral should be felt by the constituency it seeks to serve. Four primary constituents have been identified for the St. Mark's Cathedral; the people of the Diocese of Olympia, the bishop, St. Mark's congregation, and the greater Seattle community.

Members of the Cathedral Chapter and Vestry invite the Diocese-at-large to engage in a year of dialogue regarding the place and vision for St. Mark's Cathedral in carrying out the mission of the Diocese of Olympia. The goals of this dialogue are:

- better understanding of the unique role of a cathedral in the life of the diocesan community;
- discussion of the rationale for having a cathedral;
- preparation for the consideration of alternative models of governance for St. Mark's Cathedral;
- increased awareness of the mission and ministry of St. Mark's Cathedral as a part of the diocesan-wide mission and ministry.

Submitted by:

The Chapter and the Vestry of St. Mark's Cathedral

The Resolution Committee recommends **PASS**. (For action taken, refer to the Minutes, page 85.)

3. Courtesy Resolutions

(i) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its love and best wishes to Lillian, widow of our beloved retired Bishop Ivol;

And to retired Bishop Robert, and his wife Theresa with special thanksgiving for their ministry among us.

(ii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its greetings to the Right Reverend David Cochran, retired Bishop of Alaska,

- (ii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its greetings to the Right Reverend David Cochran, retired Bishop of Alaska, and to Mary, his wife; to the Right Reverend Lane Barton, retired Bishop of Eastern Oregon; and the Right Reverend Charles Burgreen, retired Suffragan Bishop of the Armed Forces, and his wife Helen, with thanksgiving for their ministry among us.
- (iii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its greetings to the Most Reverend Edmond L. Browning, Presiding Bishop, and his wife Patti, with particular thanks and appreciation for Bishop Browning's prophetic vision and leadership during General Convention in Indianapolis.
- (iv) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its heartfelt love and sympathy to Frances Hodges, widow of James Hodges, Vice President, Finance, Emeritus, that she may know of our continued appreciation for his ministry and leadership among us these many years.
- (v) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its warms greetings and congratulations to Saint Luke's, Sequim, celebrating their Centennial; and Saint John's, Snohomish, celebrating the Centennial year of their current building in 1994.
- (vi) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks and appreciation for the long hours and thoughtful counsel provided by our Chancellor, Donald Mullins, Esq., and Vice-Chancellor, Duncan Bayne, Esq., who embody a Christian understanding of what, because of the law we have the right to do, balanced against what is the right thing to do, and daily give freely of their time and talent.
- (vii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks and appreciation to Mr. Denny Bacon, Treasurer of the Diocese, for his visionary and thoughtful leadership in directing the financial stewardship of our Diocese in these challenging times.
- (viii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks and appreciation for the ministry of the Diocesan Altar Guild as they celebrate their 60th anniversary.
- (ix) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks and appreciation to the Reverend Joann Paolozzi for her leadership as President of the Standing Committee.

- (x) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks to all persons clergy and lay who have given freely of their time and talents to provide the leadership for the Diocese over the past year, especially those who are completing their terms on Diocesan Council, Standing Committee, Board of Directors, and various Commissions, Committees and Task Forces.
- (xi) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia send its warmest congratulations to all those who worked so hard to make the Episcopal Retirement Home a reality and now enjoy the fruits of their labor through those who make Canterbury Manor, in Bremerton, their home.
- (xii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks to the Secretary of Convention, the Reverend John G. Schaeffer, for his leadership in preparing for this Convention; and its best wishes to him in his retirement.
- (xiii) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks for the ministry of all who have worked so hard on this Convention's planning, especially the Chair of Dispatch of Business, Mrs. Phyllis Gill, and Ms. Pearl LaRonde, Assistant Secretary of Convention for their dedicated and effective work.
- (xiv) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its thanks to those who planned our worship, served as pages, tellers and in other capacities behind the scenes, making it possible for this Convention to be together to share its stories and conduct its business to the Glory of God.
- (xv) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia express its most sincere thanks to the clergy and people of Saint John's, Kirkland, the host parish for this Convention; and especially for the work of the Reverend Don Mackay, rector; Earl and Anne Payne, Convention coordinators; Nancy Swanson, exhibit chair; Diana Lampard, Jonie Pritchard and the many other members of that congregation, for their talent and hard work in arranging for us to gather together in this place.
- (xvi) BE IT RESOLVED, that the 84th Annual Convention of the Diocese of Olympia commend the members of the Compline Choir for four decades of witness to God's glory and the beauty of holiness, and BE IT FURTHER RESOLVED, that the Compline Choir and their director, Peter Hallock, be recognized as Evangelists of the Episcopal Diocese of Olympia and commissioned to continue their ministry through music and worship wherever they are called.

Explanation:

The members of the Compline Choir at St. Mark's Cathedral celebrate the 40th anniversary of the beginning of their musical ministry this year.

They have, under the inspired direction of Canon Peter Hallock, presented the Gospel of Jesus Christ through the service of Compline live in the cathedral each Sunday, and have for over 32 years broadcast that message throughout the Pacific Northwest over KING FM radio.

Therefore the Convention, mindful of their ministry is asked to commend them for their forty years of witness and to commission them as evangelists to continue their work.

Submitted by:

Ralph Carskadden, St. Clement's, Seattle

The Resolution recommends PASS. (For action taken, refer to minutes, page 60.)

4. Diocesan Capital Campaign

RESOLVED, that this 84th Convention of the Diocese of Olympia approve a diocesan-wide capital campaign in each congregation to raise \$7.5 million in cash and pledges by June 1995, for the following purposes:

- \$5,550,000 million to begin planting up to eight additional congregations, to purchase land for two new churches, to lend money to build at least one new church and expand four others, and to train leadership for growth.
- \$400,000 for Huston Camp and Conference Center, toward replacing and relocating the present swimming pool and bathhouse, upgrading and expanding a second bathhouse, and providing new roofs for conference center buildings.
- \$300,000 for St. Andrew's House and the Clergy Cottage, toward enlarging the dining area, providing additional and upgraded bathrooms, building two handicap-accessible bedrooms and baths, and building a new chapel/meeting room for the main building and winterizing and renovating the Clergy Cottage for comfort, safety and code requirements.
- \$750,000 (10% of the total campaign goal) to initiate an endowment for Church in the World;
- \$500,000 over five years (1993-1997) to fund consultants, staff and program costs to plan the campaign and support congregations in the campaign.

Explanation:

This Diocese has an unprecedented opportunity for church growth. This is one of the most rapidly growing areas of the country, and also presently one of the most unchurched. Yet as we move toward the 21st century, we see all around us a hunger for spiritual food. The time is ripe for us to follow the Biblical commandment to share the Good News, and to live into our mission statement: "to become one people of God who proclaim boldly by word and action the reconciling Gospel of Jesus Christ."

Building Up the Church in Western Washington

We are, historically, a mission diocese. Yet we know from a recent demographic study that there are many areas of rapid population growth throughout the Diocese where we presently have no Episcopal church. We as a diocese have already planted three new congregations in the past few years, and with start-up funding to support a missioner, we can plant up to eight more by the year 2000.

Many of our existing congregations either worship in rented space (such as other church buildings or schools) or have outgrown their building capacity and simply cannot accommodate more members. With diocesan loans to purchase property, or build or expand facilities, we can help each other meet God's call. As these loans are then repaid, the money will be available to help still more congregations in the future.

Building the church involves more than bricks and mortar. It also means building strong lay and clergy leadership to take on new forms of ministry. Through this campaign, we will address training needs in coordination with the capital expansion through the remainder of this decade.

Camp Huston and St. Andrew's House

The campaign also addresses renovations and improvements at two diocesan facilities which many of our members (both current and prospective) use regularly for sharing experiences with each other, learning about our faith, and finding refreshment and renewal for mission. Specifically:

- Camp Huston (which has served generations of our young people as a place to learn about God, the world, and living together) needs a new relocated swimming pool and a renovated second bathhouse (because flooding of the nearby Wallace River has undermined the foundation, making them unsafe or inadequate for use), and a renovated second bathhouse adjacent to the new pool. Many buildings at the Huston Conference Center also need new roofs to protect the interior.
- St. Andrew's House (on Hood Canal) could double its use, accessibility, comfort and income
 through refurbishment and improvements, some of which are vital to meet code requirements. Improvements would include expanding the dining room, installing new and
 upgraded showers and washrooms, adding two handicap-accessible bedrooms and baths,

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and building a new chapel/meeting room. The adjacent Clergy Cottage (which serves as a retreat and vacation center where clergy and their families may find rest and renewal, as well as overflow space for St. Andrew's House) needs reconstruction and winterizing lest it be lost forever.

10% for Outreach

A fourth goal of this campaign is to respond to the needs of others, as Christ calls us to do. We propose to set aside 10 cents of each dollar raised to begin an endowment (from which only the income will be spent) to provide support in perpetuity for congregation-based, diocesan and ecumenical programs that will reach out to our neighbors in need. We envision this as the beginning of an endowment which we hope will grow over the years.

The specific purposes would be outside the scope of traditional diocesan programs funded through the operating budget, and might include such things as emergency response to natural disasters or ecumenical projects addressing major community issues (such as youth and violence, low-income housing, health services delivery program, etc.). Each year, suggestions would be invited from throughout the Diocese for projects to be funded with the prior year's income from the Endowment. These suggestions would then be discussed by participants in the spring Pre-Convention Gatherings, after which the Budget and Finance Committee would make recommendations to Diocesan Council for allocation.

Campaign Costs

And finally, we must fund the expenses of preparing for, implementing and following through with this campaign. The campaign has already been two years in the planning. Campaign costs began in 1993 and will expand through 1997. Thanks to advance gifts given earlier from several individuals who felt strongly that this Campaign must proceed, a major portion has already been raised and all expenses to date have been paid. To realize our goal of reaching every Episcopalian in Western Washington over the next year and explaining this program with compelling printed and audiovisual materials will require strong staff, consultant help, and communications support. Then we must follow up with pledge collections and reporting over the following three years.

Can we, collectively raise \$7.5 million to meet these opportunities? We believe that we can, because we have a Bishop with vision, goals that are focused and urgent, eager volunteers ready to assume leadership positions, experienced staff support, and a campaign plan that is consistent with our values and our way of living together in community.

If Convention accepts this resolution the plan calls for solicitation of lead gifts immediately, a gala diocesan kick-off next February, educational materials and training for congregation-based leaders of local campaigns during Lent, and simultaneous campaigns in every participating congregation between Easter and Pentecost of 1995. (There will be allowances made, on a case-by-case basis, for variations in this schedule for congregations where it poses an insurmountable problem.) This schedule will minimize the impact of the cam-

paign on local stewardship appeals, and bring us together around a shared vision and purpose as no other effort can. And the ultimate result will be that our generation will carry forth and enhance the legacy we have received from those who went before us, carrying forth God's mission in the world.

Submitted by:

The Diocesan Council The Board of Directors The Standing Committee The Office of the Bishop

The Resolution Committee recommends PASS. (For action taken, refer to the Minutes, page 65.)

5. 10% Tithe

WHEREAS, the biblical standard of giving is the tithe, and WHEREAS, the Episcopal Church has supported this standard as the norm for Christian giving for the church, and WHEREAS, the Diocese of Olympia has also accepted the tithe as a faithful response to what God has given us,

BE IT RESOLVED, that the 1994 Convention of the Diocese of Olympia adopt the tithe as the standard for the assessment asked of the congregations of the Diocese, and BE IT FURTHER RESOLVED, that the transition from the current formula to the asking of the ten per cent tithe be accomplished over a three year period beginning in 1997.

Submitted by:

The Rev. Pete Stanton for the Pierce County Convocation

Resolution Committee Rationale:

This resolution is complicated and unclear. Our canons provide for a tax, which is mandated, whereas the tithe is most often associated with individuals and is voluntary. Are we being asked to turn the tithe into a tax? There are other questions that need to be addressed, such as "Will the base income include restricted income or capital improvements income?" "Who decides what the base is to be?"

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If the intention of this resolution is to simply cut the assessment, then it should be presented to the Convention in the form of an amendment when the Convention takes action on the proposed 1996 Assessment rate factor.

In its present form, the Resolutions Committee recommends a **NO PASS**. (For action taken, refer to the Minutes, page 78.)

6. 1996 Assessment Rate Factor

RESOLVED, that this 84th Convention of the Diocese of Olympia approve the Diocesan Council's recommendation that the 1996 diocesan Assessment Rate Factor be set at 21.5% of Net Disposable Income.

Explanation:

In Accordance with Canon 7, the diocesan Assessment Rate is determined by the Diocesan Convention for the second year of assessment following determination; thus, the 1994 Convention sets the 1996 Assessment rate.

It is the Diocesan Council's recommendation that the current rate of Assessment be maintained to provide sufficient income for the mission and ministry of the Diocese, including support for the work of the wider Church beyond this Diocese.

Submitted by:

The Diocesan Council

The Resolution Committee recommends **PASS**. (For action taken, refer to the Minutes, page 80.)

7. 1995 Group Insurance Plans

RESOLVED, that this 84th Convention of the Diocese of Olympia endorse the recommendation by the diocesan Insurance Committee, the Personnel Commission, and the Diocesan Council that certain changes be made beginning January 1, 1995, to the diocesan group insurance plans as follows:

(a) Effective January 1, 1995, that Group Health Options be offered as the diocesan group medical plan for eligible clergy and lay employees. [Group Health Options will thus be in lieu of the current Group Health and Church Insurance Company Medical Trust plans.]

- (b) Effective January 1, 1995, that diocesan group dental coverage for eligible clergy and lay employees be provided by the Guardian Insurance Company (or other company authorized by the diocesan Insurance Committee, depending upon final quotes received) in place of the current plan offered by the Church Insurance Company Medical Trust. [It is understood that the new plan will provide equal or better coverage at lower cost.]
- (c) Effective January 1, 1995, that the present diocesan group life insurance plan covering all active clergy be terminated, as the Church Pension Fund will as of that date provide \$50,000 coverage for every active clergy person enrolled in the Church Pension Fund.
- (d) Effective January 1, 1995, that group short-term disability insurance be provided as a benefit for eligible employees in this Diocese, and that the premium expense for this coverage be added to compensation and be a mandatory payroll deduction.

Explanation:

- (a) 37% of covered employees in the diocesan group are now enrolled in Group Health; several more employees are expected to migrate to Group Health from the Church Insurance Company Medical Trust as of January 1st. Beginning January 1, the Church Insurance Company will require that at least 60% of a diocesan group be enrolled in a Medical Trust plan. Although the Medical Trust is offering participation in Group Health through the Trust, it will be more expensive coverage than the Diocese can obtain directly. Group Health Options will allow those persons so desiring to use specialists outside the Group Health system. The Insurance Committee believes that Group Health Options will offer comparable benefits at lower cost than presently available with the Medical Trust's indemnity plan, which will have a 10% premium increase for 1995.
- b) This is a cost saving move; comparable benefits can be provided at a more reasonable cost.
- (c) The new program provided by the Church Pension Fund provides \$50,000 in coverage in place of the current \$40,000 under the current diocesan plan through Standard Life Insurance Company. Group life coverage over \$50,000, when paid by the employer, is considered by the IRS to be taxable income to the employee.
- (d) Short-term disability group insurance is a very desirable benefit, to bridge the gap from 30 days following disablement to eligibility after one year for the Church Pension Fund disability benefit. Both the employer and employee benefit. The cost of this insurance is slightly less than the group life premium currently paid; the net result is an additional benefit for less than the current cost to employers.

Submitted by:

The Personnel Committee The Insurance Committee The Diocesan Council 136 Resolutions Committee

The Resolutions Committee recommends a **PASS**. (For action taken, refer to Minutes, page 77.)

8. 1995 Salary Scales Adjustment

RESOLVED, that this 84th Convention of the Diocese of Olympia endorse the recommendation by the Personnel Commission and the Diocesan Council that adjustment be made to the salary scale for diocesan staff, parochially employed clergy, and the bishop at the rate of 2.5% effective January 1, 1995.

Explanation:

The Personnel Commission annually recommends adjustment to the salary scales for diocesan staff, parochially employed clergy, and bishop based upon the Consumer Price Index as adjusted for the geographic area of Western Washington.

The Resolutions Committee recommends a **PASS**. (For action taken, refer to Minutes, page 75.)

9. Thanksgiving Day Offering

WHEREAS. the Episcopal Services for Youth of the Diocese of Olympia, known as Faith Homes, was founded by the Department of Social Relations in 1961 as a separate corporation to carry out our ministry to young women, and; WHEREAS, the capital campaign of the Diocese in 1960, known as the Golden Jubilee Fund, contributed \$50,000 towards the purchase of the house and property of Faith Homes, and; WHEREAS, the Diocesan Council in the years since has supported Faith Homes ministry by annually granting permission to use the diocesan newspaper (currently the Episcopal Voice) mailing list to distribute the Thanksgiving Day offering appeal;

BE IT RESOLVED THAT, the Diocese of Olympia in Convention supports the growing ministry of Faith Homes by urging all congregations to participate in the Thanksgiving Day offering in November 1994 by designating a day for the in gathering of the Thanksgiving Day Offering on or about Thanksgiving Day by inviting speakers from Faith Homes, and by encouraging their members to volunteer their time and talents in support of this ministry.

Submitted by:

The Reverend Jack Gretz

Resolution Committee Rationale:

For many years the ministry of Faith Homes to young women has received this kind of endorsement from Convention. However, the Stewardship and Development Commission of the Diocese is currently developing new guidelines for such fund appeals, and in the future Faith Homes should expect to address the Commission rather than this Convention.

The Resolutions Committee recommends a PASS. (For action taken, refer to Minutes, page 80.)

10. Timing of Pre-Convention Meetings

RESOLVED, that this 84th Convention of the Diocese of Olympia require future Pre-Convention informational gatherings hosted by the Diocesan Council or the Bishop's Office be held at least nine weeks before the Annual meeting of the Convention.

Explanation:

The Pre-Convention informational meetings hosted by Diocesan Council and the Bishop's Office are open to all people of the Diocese, especially Convention delegates and alternates, clergy and members of vestries and bishop's committees. They provide an opportunity to meet with our Bishop and other significant leaders to discuss significant issues to come before our Convention as well as a time to express the needs of the people of the Diocese.

It is not unlikely that significant insights into our needs may arise out of the exchange of ideas, some of which should be brought to the floor of Convention as resolutions or proposed canonical changes. If the Pre-Convention meetings are held after the dates set for submission of resolutions or proposed changes to our diocesan canons, their effectiveness as a means of meeting the needs of the Episcopal community is diminished.

Resolutions to annual Convention must be submitted to the Resolutions Committee at least 45 days prior to Convention and any proposed changes to the Canons of the Diocese of Olympia must be submitted at least eight weeks before the annual meeting of the Convention.

If the Pre-Convention meetings are held nine weeks before Convention, then there will be time to submit resolutions and proposed changes to Canons that may arise out of the discussions at those meetings.

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Submitted by:

Delegates of the Central Convocation

Denise Cox, President

Resolution Committee Rationale:

The current diocesan schedule for Pre-Convention meetings, as well as the flexibility available to convocations, seems superior to what this resolution would require. Also, in its explanation, it omits Canon 4, Section 7, which leaves a six hour window after the opening of Convention for the submission of resolutions which arise after the deadline.

The Resolutions Committee recommends **NO PASS**. (For action taken, refer to Minutes, page 81.)

11. Convention Delegate Roster

RESOLVED, that this 84th Convention of the Diocese of Olympia direct the Secretary of Convention, in coordination with the Bishop's Office, publish a roster of current Convention delegates and their alternates and mail it to the delegates and alternates no later than the first day of June each year.

Explanation:

One of the central goals of the Vision for our Diocese is to make it possible for the people to influence the policies and programs of the Diocese and to have more participation in the decision making processes. It is important that the delegates to our annual Convention have opportunity to exchange ideas and insights among themselves in small groups, or over the telephone as well as in formal and structured gatherings such as Pre-Convention meetings and the annual Convention itself.

Yet most of the delegates do not know those who represent the other bodies of our Episcopal community. This resolution offers a simple means by which a roster can be sent to each delegate.

The Secretary of Convention already has a canonical responsibility to prepare a roll of lay delegates to the Convention. Sending the roster by the first of June agrees with the first mailing of Convention information and would cost little in terms of time or expense.

Submitted by:

Delegates of the Central Convocation Denise Cox, President

Resolution Committee Rationale

Canon 2, Section 4. "As a condition to voting in the annual Convention, a congregation shall complete and return its forms (of elected lay delegates and alternates) to the Secretary (of the Convention) at least two months prior to the Convention."

This resolution is in conflict with the canons as no current list is available until two months before Convention. It also requires a list of all delegates and alternates, which implies listing clergy as well. However, each congregation already has a current clergy list available in its Directory of the Diocese of Olympia.

The committee recommends NO PASS. (For action taken, refer to Minutes, page 81.)

Faithfully submitted, The Committee on Resolutions

The Reverend Joann Paolozzi, Chair The Reverend Morris Hauge The Reverend Ann Lukens Mr. Keith Miller Mr. Tom Peterson Mr. Drury Wood

ST. ANDREW'S HOUSE AND CLERGY COTTAGE

St. Andrew's House exists as a retreat and conference facility, providing opportunities for individual and group reflection and community building. It provides an atmosphere where adults and young adults can be in communion with God, creation and each other.

In addition, the Clergy Cottage, located on the waters of Hood Canal just below St. Andrew's House, provides a facility for use by diocesan clergy, their families and guests as a place of retreat, renewal and recreation.

(Reservations for St. Andrew's House and the Clergy Cottage can be made by calling the Directors at 206-898-2362).

Activities this past year have centered on preparation for the Capital Funds Campaign, for remodeling to meet various governmental codes and upgrade planning, promotion of the House and Clergy Cottage, along with the general activities incumbent with a facility such as this. During the coming year, we hope to begin facility upgrades and continue with plans for increasing the capacity of the facility to enable higher use, including mid-week conferences.

St. Andrew's House Committee/Standing Committee

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The staff at St. Andrew's House consists of Burt and Susan Duncan as Directors and includes part-time help as required. There is an active St. Andrew's House Committee:

Ms. Ruth Adams
Mrs. Joy Baisch
Mr. Joe Baisch
Mr. Bob Carper
Mr. Jim Church
Ms. Corrine Cooper
Mr. Bob Desjean
The Rev. John Glase

Mrs. Connie Leonard
The Very Rev. Gerald W. Porter
Mrs. D.L. Rice
Mr. Sandy Rice
The Rev. Bill Riker
Ms. Ann Rogers
The Rev. Gerry Snapp
Mrs. Diane Glase,

Respectfully submitted, the Reverend John P. Glase, Chair

STANDING COMMITTEE

The Standing Committee, mandated by the Constitution of the Episcopal Church in the U.S.A., consists of four clergy and four lay persons who are communicants in good standing; these are elected "at-large" by the Diocesan Convention, each for a four year term.

If there is no bishop, bishop coadjutor, or suffragan bishop, the Standing Committee exercises the authority of the bishop for the diocese. The Standing Committee acts as a "council of advice" to the bishop for the "alienation or encumbrance" (sale or mortgaging) of real estate by parishes, approval of those to be ordained, and such other matters as the bishop may suggest. The Standing Committee meets monthly on the first Tuesday.

This past year brought sad changes to our membership, as we lost two of our clergy members. We cherished time with the Reverend Maggie Mills Erskine as she fought so bravely to overcome brain cancer; it was with tremendous sadness that we said farewell to her last spring. The Reverend Roy Green, this year's President of the Standing Committee, was called as rector of Trinity Church, Newport, Rhode Island; he left our Diocese in mid-June. He received a loving farewell with all good wishes for his new position and strong thanks for his leadership here.

The Reverend Joann Paolozzi graciously agreed to serve as President for the remainder of the year.

The year started with the annual two day retreat at LOMA Center. The retreat was directed toward furthering the understanding of discernment as it is needed in interviews with prospective ordinands. Also, there was in-depth work done in seeking a better understanding for our call as "servant leaders." The procedure for reinstatement of clergy from the House of Bishops' list was studied, and a procedure developed for use in these cases.

During the year, the Committee gave consent for the consecration of ten bishops, and gave permission to two dioceses to elect suffragan bishops.

Thirteen candidates for ordination were interviewed, and recommendation for ordination was given for each. Recommendation for reinstatement was made for one clergyperson returning from the House of Bishops' list.

Encumbrances for property were approved for two parishes.

A concerted effort has been made to work more closely with the Commission on Ministry to better coordinate interviews and to become acquainted with those persons seeking interviews with the Standing Committee.

The October meeting was held at Secretary Bill Gill's home in Gig Harbor. Election of new members will be held during the Convention; the new Standing Committee will meet immediately after the Convention to elect the President and Secretary.

Members of the 1994 Standing Committee are:

Bill Gill, Christ Church, Tacoma (1994)

The Reverend John Thompson, Church of the Holy Spirit, Vashon (1994)

Teddy Mitchell, St. Mary's Church, Tacoma (1995)

Sam Fleshman, St. Andrew's Church, Tacoma (1996)

Irene Gold, St. Paul's Church, Bellingham (1997)

The Reverend Joann Paolozzi, Church of the Epiphany, Chehalis (1997)

STEWARDSHIP AND DEVELOPMENT COMMISSION

The mission of the Stewardship and Development Commission is to provide leadership and encouragement for developing and sharing resources to strengthen the work of the Episcopal Church throughout Western Washington.

In May, 1994, the Stewardship and Development Commission adopted a "Theology of Giving" statement:

"We give out of Christian love in response to needs and opportunities seen and offered."

This statement was approved by the Bishop and the Diocesan Council at their June 23, 1994 meeting.

We have completed our first year of existence and I believe have done a reasonable job in coordinating the efforts of the Stewardship Education Committee, the Planned Giving Committee, the Episcopal Charities Appeal Committee and the Capital Campaign Committee, and keeping lines of communication open. This communication is facilitated by the fact that there are two representatives from each of the above committees who serve as members of the Stewardship and Development Commission, along with several at-large members.

The actual stewardship and development work is done on the committee level and reported to the Commission to maintain coordination, as will be evident as one reads the individual committee annual reports.

The four committees and this Commission could not exist without the fantastic support and work of Jean Leed, the Director of Stewardship and Development and Dede Dunn, Stewardship and Development Associate; they are professional, knowledgeable, efficient and fantastic!

Submitted by Peggy Habegger, Chair

Commission Members:

Ms. Jolly Sue Baker Ms. Carol Batchelder

The Rev. Carla Berkedal The Rev. Fletcher Davis

The Rev. Fred Elwood

The Rev. Steve Gehrig

Mr. Tony Hill Mr. Bill Martyn

The Very Rev. Fred Northup

Mr. Andrew Pringle

Mr. Dick Rehm Mrs. Nell Rehm

The Rev. Guy Sherman

Ms. Kate Webster

The Rev. Steve Wendfledt

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STEWARDSHIP EDUCATION COMMITTEE

In May, 1994 the Stewardship Education Committee adopted, and the Stewardship and Development Commission affirmed, the following Stewardship statement:

Stewardship is the joyful offering up of all that God has placed in our care in faithful response to Jesus Christ our Lord and Savior.

Dick and Nell Rehm have consulted with between 15 and 20 congregations over the past 6-7 years . This program will become more proactive in the year ahead. The Stewardship Education Committee went through the PIER process and did some review and goal setting.

Two Stewardship Conferences were held on Friday and Saturday, June 3 and 4, 1994, with the Reverend Ron Reed, former National Stewardship Officer, focusing on the theology of stewardship and also on the how-to's.

The Stewardship Education Committee members were:

The Rev. Steve Wendfeldt, Chair

Mr. Kim Forman

Mr. George Gosline

Mr. Dick Rehm

Mrs. Nell Rehm

The Rev. Pete Stanton

Mr. Larry Talbert

Ms. Betty Trask

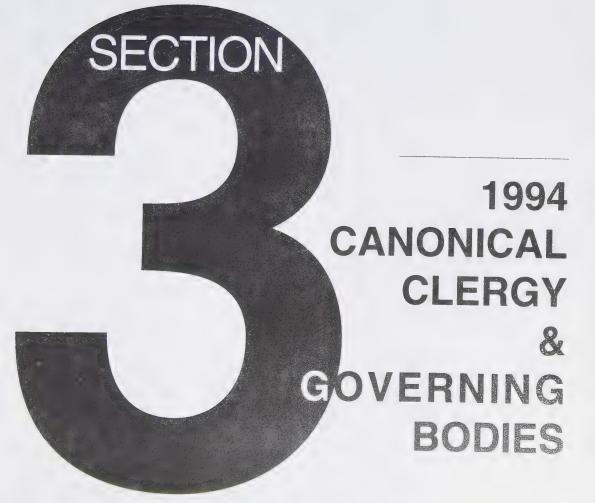
Dick Rehm and Steve Wendfeldt have been the liaisons to the Stewardship and Development Commission.

TREASURER'S REPORT

For the third time I stand before you to deliver the financial reports of our Diocese with a strong sense of responsibility for what you have elected me to do, to provide oversight and management for the assets and financial practices of our diocesan corporation. . . .

(For the full text of the Treasurer's Report delivered to Convention, refer to the Minutes beginning on page 68.)

Denny Bacon, Treasurer



DIOCESAN CLERGY IN CANONICAL ORDER October 1994

The Rt. Rev. Vincent W. Warner

The Rt. Rev. Robert H. Cochrane, retired

001	Forbes, William	038	Johnson, Jr., William C
002	McFarland, Robert D.	039	Tomter, Patrick A.
003	Salter, J. Burton	040	Skanse, Oliver B.
004	West, Johnson E.	041	Gorsuch, John P.
005	Forbes, Jr., Charles A.	042	Bigford, Jack N.
006	Adams, Richard C.	043	Kellett, Orme S.
007	Bertolin, J. William	044	Pearson, J. Norris
008	Garlichs, Richard W.	045	Smith, Homer H.
	Leche, Edward D.	046	Wanamaker, D.R.
010	Schaeffer, John G.	047	Tench, Jack M.
011	Huston, John A.	048	Vruwink, John H.
	Hunter, Charles W.	049	Stewart, Daniel R.
013		050	Burnett, William M.
014		051	Bond, L. Wayne
015	Winn, John B.	052	Mann, John
016	Elkins, Donald L.	053	McLauchlan, H. Fred
017	Baxter, Jr. Robert L.	054	Christie, Robert L.
018	Miller, J. Hubert	055	Stewart, Stuart M.
019	Cram, Norman L.	056	Scovell, Dean H.
020	Jordan, Alan	057	Peterson, Jr., Phillip
021	McGirr, David	058	Anderson, Kenneth
022	Bristol, Wallace E.	059	Dunning, David
023	Maddux, Donald J.	060	Schreiner, Charles F.
024	Truitt, L. Walter	061	Ethelston, Geoffrey F.
025	Snyder, Kenneth M.	062	Ross, J. Stewart
	Casady, P.M.	063	Wolfe, V. Eugene
	Van Etten, Albert K.	064	Sherman, Guy C.
028	Vance, John R. B.	065	Fast, Todd H.
029	Luethe, John Robin L.	066	Rhodes, Robert W.
	Carpenter, George W.	067	Sheldon, George M.
031	Nakayama, Timothy	068	Blundell, James
032	Gretz, John L.	069	Barrow G. Hurst
033	Seaman, Henry F.	070	Parker, J. Allan C.
034	Radcliffe, Ernest	071	Lawrence, Gerard
035	Storm, David	072	Rogers, Henry S.
036	Croft, Sydney H.	073	Glase John P.
037	Carney, Jospeh P.	074	Brown, Melvin R.

113 Halbrook, Thomas R.

DIOCESAN CLERGY IN CANONICAL ORDER (CONT.) October 1994

075	Looney, Richard J.	114	Bogel, Marianne
076	Reddell, Ronald K.	115	Smith, Don L.
077	Collins, Paul M.	116	Fergueson, John F.
078	Wilson, George S.	117	Lane, John C.
079	Wappler, Henry	118	Mikel, Joseph F.
080	Grabinski, Kenneth	119	Berkedal, Carla V.
081	Wilton, G.W.	120	Besheer, Kimbrough
082	Clarke, D. Corbet	121	Snow, Peter D.
083	Snodgrass, Marilyn	122	
084	McDaniel, G. Judith	123	
085	Gibbs, John W.	124	Wendfeldt, Stephen
086	Slee, John L.F.	125	Sonnesyn, Roger
087	Davis, West R.	126	
088	Metzler, John A.	127	Berge, William Clarke
089	Sterling, Edward A.	128	
090	Miller, Mark J.	129	Taylor, Patricia
091	Campbell, Colin A.	130	Jarvis, Michael B.
092	Gehrig, Stephen J.	131	Lockerby, John
093	Erskine, John A.	132	Landram, William
094	Zimmerman, Curtis	133	Howell, Robert W.
095	Lambert, John P.	134	McCulloch, Kent T.
096	Knowles, Walter R.	135	Westling, Delbert S.
097	Lindsey, Barrett K.	136	Blessing, Robert
098	Garratt, Stephen R.	137	Williams, Jr., Hollis R.
099	Gunderson, David J.	138	Nemes, John D.
100	Stewart, Ralph R.	139	Dement, Thomas
101	Butt, Jr., Reginald	140	Boyd, Willliam D.
102	Rankin, Edward H.	141	Nichols, Robert
103	Creighton, J. Michael	142	Viggers, Jack
104	Gayle Raymond E.	143	Blake, Marvin
105	Walker, John F.	144	Ford, R. Lawrence
106	Johns, III, Norman S.	145	Reeder, Jr., Charles
107	Enslow, Dottie Harrison	146	Allen, Kevin B.
108	Sell-Lee, William	147	Waring, William
109	Biever, Robert	148	Carskadden, Ralph
110	Fowler, Stanley G.	150	Keller, Patterson
111	Moore, Peter C.	151	Lai, Peter
112	Bethea, Robert L.	152	Rietmann, Paul D.
110	T T 11 1 1777 TO	4 11 0	0 111

153 Collins, Jr., S. Eston

DIOCESAN CLERGY IN CANONICAL ORDER (CONT.) October 1994

1 - 4	Did 1 Fig. 7		
154		193	Van Zanten, Peter
155		194	Connors, Jerry
156	1 '	195	Alkins, David S.
157		196	Steedman Sanborn, Marda L.
158	,	197	Maupin, Peter
159	4	198	Paolozzi, Joann
160	1	199	Nelson, Pascal V.
161	,	200	Pearson, Kevin D.
162	•	201	Vance, Timothy K.
163	-	202	Wood, Diana M.
164	0,	203	Dietel, Robert G.
165		204	Earl, Mark R.
166	· · · · · · · · · · · · · · · · · · ·	205	Moore, Stephen E.
167	· ·	206	Smith, Kevin C.
168		207	Williams, Robert L.
169	J *	208	Snapp, Gerald S.
170	Drew, Mary S.	209	Trelease, Murray L.
171	Walker, Patricia	210	Martin, Irene
172	Davis, M. Fletcher	211	Dierick, Frances L.
173	Creighton, Susan	212	Gunderson, Gretchen A.
174	Stanton, Barclay	213	Mutchler, George W.
175	Phinney, James	214	Kindle, Charles R.
176	Nix, Robert	215	Wright, Scot R.
177	Jones DeVine, Whitney	216	Peabody, Morrill W.
178	Mackay, III, Donald	217	Dills, Robert Scott
179	Miller, A. Scott	218	Francis, Mary Jane
180	Ridge, III, Charles	219	Jellison, Mary L.
181	Hawkins, Jodene D.	220	O'Shea, Susan
182	Woods, James D.	221	Elwood, Fred
183	Southwell, RObert E.	222	Cleveland, Jennifer
184	Fogelquest, Albin H.	223	Gould, Mary D.
185	Morris J. Hauge	224	Lukens, Ann Pierson
186	Downs, Jr., Robert S.	225	Murray, Vincent D.
187	Hanna, Gerald B.	226	Close, Christie Elaine
188	Carmichael, M. Jean	227	Scott, Richard H.
189	Thompson, John K.	228	Bigelow, Thomas S.
190	Pollock, Douglas S.	229	Clark Duncan
191	Thebeau, Charles L.	230	Devik, Rudi
400	D . G 11147		

192 Porter, Gerald W.

232 Bowen, Evelyn P.
233 Ensor, A. Jeanne
234 McCaw, Mary Ar
235 West, Craig A.
236 Carver, Robert C.
237 Carr, Michael
238 Brelsford, Diane

231 Hayman, Robert F.

OFFICERS OF THE CONVENTION

Bishop

The Right Reverend Vincent W. Warner, D.D.

Secretary

The Reverend John G. Schaeffer

Treasurer

Mr. Denison Bacon

Chancellor

Mr. Donald Mullins

Vice-Chancellor

Mr. Duncan Bayne

Historiographer

The Reverend William Bertolin

Archivist

Mrs. Diane T. Wells

STANDING COMMITTEE

The Reverend Joann Paolozzi(President)	1997
Mr. William Gill	1994
The Reverend John Thompson	1994
Mrs. Teddy Mitchell	1995
Mr. Samuel Fleshman	1996
Mrs. Irene M. Gold	1997

BOARD OF DIRECTORS

The Rt. Reverend Vincent W. Warner		President
The Very Reverend Gerald W. Porter .	***************************************	Vice-President
Mr. Denison Bacon	•••••••	Treasurer
The Reverend John G. Schaeffer	Secretary	
Mr. Donald H. Mullins		Chancellor

Directors appointed by Bishop Warner, Confirmed by Diocesan Convention

The Reverend James Blundell	1994
Ms. Colleen Broaddus	1994
Mr. Samuel Brown	1994
Mr. David Sprague	1995
The Reverend Hollis Williams	1995
Ms. Judith Yeakel	1995
Mr. Curtis Young	1995
Mrs. Carol Everson	1996

DIOCESAN COUNCIL

The Rt. Reverend Vincent W. Warner
The Reverend Joann Paolozzi, *President, Standing Committee*

Elected by Convention

Class of 1994 Mrs. Helen Rogers

Mrs. Elizabeth Tuley
The Reverend Curt Zimmerman

Class of 1996 Mrs. Barbara Fox

The Reverend Kent McCulloch

Mrs. Barbara Westbrook

Class of 1995

Mrs. Dorothy Gailey

The Reverend Joan Anthony

Mr. Andrew Pringle

Class of 1997

Ms. Lyn Goetz

Colonel James Manning

The Reverend William Sell-Lee

Appointed by Bishop Warner

The Reverend Robert Rhodes	1994
Mr. JP Harrison	1995
The Reverend Thomas Dement	1996
Mr. Harry Strong	1997

BISHOP'S OFFICE - STAFF

The Rt. Reverend Vincent W. Warner, Bishop
The Very Reverend Gerald W. Porter, Provost
The Venerable Patrick A. Tomter, Archdeacon
Betsy Greenman, Canon for Ministry Development
Denison Bacon, Treasurer

Program Staff

The Reverend Eston Collins, Interim Dean of the School of Theology
Kathleen Hamilton, Director of Faith Development
Jean Leed, Director of Stewardship and Development
Jan Matsumoto, Resource Center Director
Chris Smith-Clark, Comptroller
The Reverend Murray Trelease, Planned Giving Field Officer
Diane Walker, Director of Communications
Diane Wells, Archivist

Support Staff

Barbara Brower, Administrative Assistant to the Bishop
Richard (Ky) Chen, Printer
Dede Dunn, Stewardship and Development Associate
Beverly Glandon, Administrative Assistant to the Archdeacon and Canon
Kathryn Goforth, Insurance Administrator
Kathy Klein, Faith Development Assistant
Pearl LaRonde, Administrative Assistant to the Provost
Nancy McIntosh, Receptionist
Allen Powell, Custodian
Charlsia Schall, Support Services Coordinator
Julie Tarter, Communications Assistant

For a listing of Convention Committee members please refer to the Report's section of this Journal, page 96.

For a complete listing of members of diocesan commissions and committees, special ministries, camp and conference center staff members, clergy, congregations and institutions of the diocese, please refer to the Diocesan Directory, published twice yearly.



Note: The 1992 Operating Fund Audit Report is included here to correct its omission from the 1992 Diocese of Olympia Convention Journal.

DIOCESE OF OLYMPIA - OPERATING FUND

BALANCE SHEETS – EPISCOPAL CHURCH BASIS December 31, 1992 and 1991

ASSETS

	ASSETS			
CASH:	1992	1991		Increase (Decrease)
Checking accounts & cash on hand Investments Total Cash & Investments	\$ 310,791.78	\$ 206,038.87 <u>60,958.55</u> <u>266,997.42</u>	\$	104,752.91 (60,958.55) 43,794.36
ACCOUNTS RECEIVABLE: Miscellaneous accounts DIF income receivable Assessments receivable Insurance payments receivable Development Office Less: reserve for doubtful accounts Total accounts receivable OTHER ASSETS: Prepaid expenses Deposit – United Airlines Total other assets TOTAL ASSETS	56,703.18 65,523.60 214,769.00 3,483.01 (214,769.00) 125,709.79 22,145.34 425.00 22,570.34 \$ 459,071.91	5,100.42 30,805.00 122,204.82 1,588.42 8,393.19 (122,204.82) 45,887.03 35,192.91 425.00 35,617.91 \$ 348,502.36		0.01 34,718.60 92,564.18 1,894.59 (8,393.19) (92,564.18) 79,822.76 (13,047.57) 110,569.55
LIABILIT	ES AND FUND BALAN	CES		
LIABILITIES:				
Accounts payable Church Insurance Corporation Prepaid conference reservations Total Liabilities	\$ 37,850.20 22,718.00 60,568.20	\$ 11,297.99 36,863.25 22,997.75 71,158.99		26,552.21 (36,863.25) (279.75) (10,590.79)
FUND BALANCES:	00 007 04 . 2			
1992 Program budget balance 1991 Program budget (deficit) Special Purpose Funds:	22,927.91	(23,828.73)		22,927.91 23,828.73
Employee insurance and T.S.A. Working capital trust fund	2,935.23 23,410.40	3,724.92 23,410.40		(789.69)
Miscellaneous reserve funds Other reserve funds	145,860.35	91,324.46		54,535.89
Total Fund Balances	203,369.82 398,503.71	182,712.32 277,343.37		20,657.50
TOTAL LIABILITIES				
& FUND BALANCES	\$ 459,071.91	\$ 348,502.36	\$ <u></u>	110,569.55

1992 Operating Fund

STATEMENT OF SUPPORT AND REVENUE AND EXPENDITURES – EPISCOPAL CHURCH BASIS

For the Year Ended December 31, 1992

SUPPORT AND REVENUE:	1992 Unaudited Budget	1992 Actual	Variance (Over)/Under Budget
Assessment of Congregations DIF & Endowment Income Interest and Other Income Assessment—Prior Years Transfers Reserve Fund Transfers Gray's Harbor Program Total Support and Revenue	\$ 2,186.469.00 400,255.00 6,000.00 15,000.00 86,984.00 13,506.00 28,332.00 2,736,546.00	\$2,146,013.53 488,020.72 10,969.08 15,877.80 73,733.91 13,215.60 _25,766.26 2,773.596.90	\$ 40,455.47 (87,765.72) (4,969.08) (877.80) 13,250.09 290.40 2,565.74 (37,050.90)
EXPENDITURES: UNITY			
Office of the Bishop Bishop Administrative Assistant Office Expense Auto Reserve Travel Episcopal Expense Theological Education Grants Clergy Emergency Grants Christensen Grants Episcopal Assistance Consecration Reserve	111,912.00 36,926.00 6,300.00 6,090.00 14,800.00 4,600.00 19,540.00 11,832.00 6,230.00 800.00 15,000.00 234,030.00	111,908.85 36,156.50 5,387.05 6,080.05 14,457.58 6,003.84 19,488.75 11,686.05 7,798.71 500.00 15,000.00 234,467.38	3,15 769.50 912.95 9.95 342.42 (1,403.84) 51.25 145.95 (1,568.71) 300.00 0.00 (437.38)
Office of the Provost Provost Administrative Assistant Office Expense Travel & Discretionary Relocation Expense	77,331.00 36,937.00 2,600.00 3,200.00 13,506.00	77,344.78 36,933.72 2,427.63 3,244.10 13,505.96 133,456.19	(13.78) 3.28 172.37 (44.10) 0.04 117.81
Communications Communications Officer Office Expense Travel The Voice Program Expense	52,169.00 9,600.00 2,150.00 48,500.00 4,000.00	39,651.96 10,538.50 648.60 47,963.77 4,911.48 103,714.31	12,517.04 (938.50) 1,501.40 536.23 (911.48) 12,704.69

STATEMENT OF SUPPORT AND REVENUE AND EXPENDITURES – EPISCOPAL CHURCH BASIS

	1992 Unaudited Budget	1992 Actual	Variance (Over)/Under Budget
EXPENDITURES (CON'T): UNITY (CON'T) Governing Bodies Recording Secretary	29,484.00	21,341.61	8,142.39
Office Expense Convention	1,800.00 13,000.00	2,316.51 15,761.68	(516.51) (2,761.68)
Diocesan Council Standing Committee	3,400.00 1,100.00	4,022.76 1,658.31	(622.76) (558.31)
Board of Directors	1,800.00	2,180.45	(380.45)
Convocations	2,500.00	1,836.41	663.59
Journal of Convention Audit Expense	4,500.00 6,700.00	4,423.35 6,700.00	76.65
Legal Expense	50.00	69.11	(19.11)
	64,334.00	60,310.19	4,023.81
Diocesan House Receptionist	26,320.00	26,317.92	2.08
C.S. Coordinator	19,827.00	19,964.04	(137.04)
Printer	21,186.00	21,721.07	(535.07)
Custodian Custodian Assistant	20,676.00 1,000.00	20,676.29 551.11	(0.29) 448.89
Office Supplies	3,000.00	2.411.45	588.55
Postage	5,134.00	5,558.89	(424.89)
Mail Delivery/Misc Mileage	1,500.00	1,317.32	182.68
Staff Travel Printing	1,500.00	40.60 2,129.17	(40.60) (629.17)
Hospitality	2,500.00	1,747.41	752.59
Telephone	22,000.00	21,936.19	63.81
Equipment	6,500.00	6,510.27	(10.27)
Utilities Maintenance Supplies	10,900.00 10,292.00	11,107.92 10,361.25	(207.92) (69.25)
Property Insurance	9,540.00	9,222.68	317.32
Capital Reserve Expense	15,136.00	35,920.84	(20,784.84)
Archives	177,011.00 11,076.00	197,494.42 11,068.53	(20,483.42)
St. Mark's Subsidy	58.410.00	58,250.51	7.47 159.49
St. Andrew's House Subsidy	14,689.00	13,863.47	825.53
Huston Center Subsidy	26,500.00	26,499.62	0.38
Scholarships	2,522.00	4,926.38	(2,404.38)
Horn Projects Loan Payments	21,142.00 21,141,00	19,227.18 21,183.56	1,914.82) (42.56)
St. Bernard's Chapel	798.00	993.45	(195.45)
	156,278.00	156,012.70	265.30
TOTAL UNITY	881,646.00	885,455.19	(3,809.19)

STATEMENT OF SUPPORT AND REVENUE AND EXPENDITURES – EPISCOPAL CHURCH BASIS

	1992 Unaudited Budget	1992 Actual	Variance (Over)/Under Budget
EXPENDITURES (CON'T);			
EVANGELISM			
University of Washington	·\$ 15,000.00	\$ 15,000.00	\$ -
Other Colleges/Universities	3,250.00	1,400.00	1,850.00
Refugee Resettlement	10,000.00	9,999.96	0.04
Seattle Waterfront	25,117.00	25,112.25	4.75
TV Eucharist	9,000.00	8,772.00	228.00
Evangelism Training Consultant's Stipends	4,000.00		4,000.00
Office & Printing	2,000.00	962.95	1,037.05
Travel	1,500.00	1.456.08	43.92
Program/Training/Conference	1,500.00	1,066.11	433.89
TOTAL EVANGELISM	71,367.00	63,769.35	7,597.65
NURTURE OF MINISTRY			
Congregation & Ministry Developmen			
Canon	60,334.00	60,330.60	3.40
Administrative Assistant	34,243.00	31,006.92	3,236.08
Office Expense	3,450.00	3,578.34	(128.34)
Travel & Discretionary	6,050.00	6,435.60	(385.60)
Consultant Training Resource & Leadership Training	3,500.00 1,500.00	3,173.33 1,208.06	326.67 291.94
Resource & Leadership Training	109,077.00	105,732.85	3,344.15
	103,077.00	100,702.00	3,344.13
Commission on Education			
Office Expense	500.00	(406.74)	906.74
Travel	700.00	577.75	122.25
Education for Ministry	1,500.00	1,500.00	
Resource & Leadership Training	2,000.00	2,014.27	(14.27)
Conference & Event Expense	766.00	876.34	(110.34)
Cathedral Day	1,734.00	1,733.56	0.44
	7,200.00	6,295.18	904.82
December Contain			
Resource Center	25,357.00	25,353.72	2.00
Librarian Office Expense & Postage	1.000.00	906.92	3.28 93.08
Travel	1,550.00	1,345.63	204.37
Acquisitions	21,500.00	10,535.21	10,964.79
Acquisitions	49,407.00	38,141.48	11,265.52
	1992 Operating Fun	d	

STATEMENT OF SUPPORT AND REVENUE AND EXPENDITURES – EPISCOPAL CHURCH BASIS

	1992 Unaudited Budget	1992 Actual	Variance (Over)/Under Budget
EXPENDITURES (CON'T):	<u> </u>		
NURTURE OF MINISTRY (CON'T)			
Commission on Youth			
Coordinator	43,912.00	43,909.08	2.92
Program Assistant	28,032.00	27,185.48	846.52
Office Expense	6,450.00	5,851.32	598.68
Travel & Discretionary Expense	3,550.00	2,416.98	1,133.02
Program/Conferences	10,000.00	38,711.20	(28,711.20)
Scholarships	1,000.00	1,000.00	-
Fees		(28,680.00)	28,680.00
	92,944.00	90,394.06	2,549.94
Commission on Ministry	2,500.00	1,403.10	1,096.90
Clergy Residency	_, ~ ~ ~ ~	535.35	(535.35)
Pastoral Care			(/
Director	22,076.00	18,362.31	3,713.69
Office Supplies	500.00	125.76	374.24
Travel	1,057.00	532.79	524.21
	26,133.00	20,959.31	5,173.69
School of Theology			-
Dean	27,070.00	27,016.16	53.84
Travel & Discretionary	100.00	77.00	23.00
Expenses	-	14,752.05	(14,752.05)
Tuition		(14,752.68)	14,752.68
	27,170.00	27,092.53	77.47
Liturgy & Music Commission	500.00	500.00	-
Other Commissions/Volunteer Expenses	2,400.00	1,549.68	850.32
Medicare Supplement	56,340.00	55,278.10	-1,061.90
Benefits Reserve	1,428.00	1;113.83	314.17
Hospital Ministry	100.00	4.25	95.75
Pastoral Ministry	-	-	
TOTAL NURTURE OF MINISTRY	372,699.00	347,061.27	25,637.73
STEWARDSHIP			
Stewardship Education	9,500.00	5,559.45	3,940.55
Development	63,921.00	132,288.19	(68,367.19)
Treasurer's Office	95,868.00	94,031.52	1,836.48
Insurance	86,500.00	75,253.24	11,246.76
TOTAL STEWARDSHIP	255,789.00	307,132.40	(51,343.40)

STATEMENT OF SUPPORT AND REVENUE AND EXPENDITURES -**EPISCOPAL CHURCH BASIS**

	1992 Unaudited Budget	1992 Actual	Variance (Over)/Under Budget
EXPENDITURES (CON'T):			
CHURCH IN THE WORLD:			
National Church Apportionment	\$ 414,000.00	\$ 414,000.00	\$ -
General Convention Ass't.	28,000.00	27,999.96	0.04
General Convention Reserve	3,600.00	3,600.00	
Province VIII	13,908.00	13,908.00	*
Lambeth Conference Reserve	600.00	600.00	-
Ecum. & Interfaith —		•	
Wash. Assoc. of Churches	8,600.00	8,599.92	0.08
Other Program Expenses	1,500.00	1,052.13	447.87
Tacoma Waterfront	500.00	500.00	-
Vancouver Waterfront	500.00	500.00	-
Human Needs—			
Coordinator	20,680.00	20,602.05	77.95
Office Expense	2,000.00	1,271.23	728.77
Travel	1,500.00	951.38	548.62
Program	11,816.00	11,398.87	417.13
TOTAL CHURCH IN THE WORLD	507,204.00	504,983.54	2,220.46
MISSION DEVELOPMENT & SUPPORT:			
Office of the Archdeacon—			
Archdeacon	66,493.00	66,490.63	2.37
Secretary	11,590.00	8,007.28	3,582.72
Office Expense	3,335.00	3,431.30	(96.30)
Travel & Discretionary	4,515.00	4,517.32	(2.32)
Regional Archdeacons—			
Archdeacons' Stipends	12,947.00	12,931.44	15.56
Archdeacons' Travel	3,000.00	1,341.45	1,658.55
Ardeacons' Mtg. Exp.	500.00	87.02	412.98
Missioners—			
Twin Harbor Mission	68,332.00	68,331.43	0.57
Overlake Missioner	65,110.00	65,110.52	(0.52)
Comm. on Diocesan Congregation	412,019.00	412,018.85	0.15
TOTAL MISSION			
DEVELOPMENT & SUPPORT	647,841.00	642,267.24	5,573.76

STATEMENT OF SUPPORT AND REVENUE AND EXPENDITURES – EPISCOPAL CHURCH BASIS

	1992 Unaudited Budget	1992 Actual	Variance (Over)/Under Budget
TOTAL PROGRAM BUDGET	\$ 2,736,546.00	\$ 2,750,668.99	\$ (14,122.99)
EXCESS (DEFICIT) OF SUPPORT AND REVENUE OVER EXPENDITURES	0.00	22,927.91	22,927.91
NONBUDGETED FUNDS RECEIPTS Miscellaneous Reserve Funds Other Reserve Funds Other Special Purpose Funds		398,661.44 1,005,310.31 116,326.52 1,520,298,27	
DISBURSEMENTS Miscellaneous Reserve Funds Other Reserve Funds Other Special Purpose Funds		368,256.99 863,059.25 116,805.85 1,348,122.09	
TRANSFERS (NET) Miscellaneous Reserve Funds Other Reserve Funds Other Special Purpose Funds		24,131.44 (121,959.56) 23,884.37 (73,943.75)	
NET CHANGE ALL FUNDS		\$ 121,160.34	

DIOCESE OF OLYMPIA OPERATING FUND STATEMENT OF CASH FLOWS – EPISCOPAL CHURCH BASIS

For the Year Ended December 31, 1992 and 1991

	1992	1991
CASH FLOWS FROM OPERATING ACTIVITIES: Assessment of Congregations Donations, bequests and other support Interest received Unbudgeted receipts Cash paid to employees, vendors and national church Transfers (to) from other fund groups Unbudgeted disbursements Net cash provided by operating activities	\$ 2,146,013.53 536,791.53 10,969.08 1,520,298.27 (2,748,212.21) (73,943.75) (1,348,122.09) 43,794.36	\$2,057,150.71 175,437.56 13,178.70 1,813,820.34 (2,245,639.86) (5,327.86) (1,706,955.46) 101,664.13
CASH FLOWS FROM INVESTING ACTIVITIES: Investments purchased Investments sold Net cash (used) provided in investing activities	60,958.55 60,958.55	(4,109.57) - (4,109.57)
CASH FLOW FROM FINANCING ACTIVITIES: Net Cash provided by financing activities		
Net increase in cash and cash equivalents	104,752.91	97,554.56
Cash and cash equivalents at beginning of year	206,038.87	108,484.31
Cash and cash equivalents at end of year	\$ 310,791.78	\$ 206,038.87
Reconciliation of excess of support and revenue over experto net cash provided by operating activities:	nses	
Excess (Deficit) of Support & Revenue Over Expenses Adjustments to reconcile provided by: (Increase) Decrease in Accounts Receivable (Increase) Decrease in Other Assets Increase (Decrease) in Accounts Payable Nonbudgeted income Nonbudgeted disbursements	\$ 22,927.91 (79,822.76) 13,047.57 (10,590.79) 1,520,298.27 (1,422,065.84)	\$ (23,828.73) (26,618.14) 50,573.98 1,813,820.34 (1,712,283.32)
Net cash from operating activities	\$ 43,794.36	\$ 101,664.13

MISCELLANEOUS RESERVE FUNDS

STATEMENT OF RECEIPTS AND DISBURSEMENTS

	 Fund Balance 12/31/91	Receipts	Disbursements	Transfers	Fund Balance 12/31/92
Lambeth Mtgs. Reserve Fund Bishop's Automobile	\$ 3,993.54	\$ -	\$ - \$	600.00	\$ 4,593.54
Replacement Fund	5,734.00	-		3,000.00	8,734.00
Bishop's Discretionary Fund	11,456.02	29,582.33	31,684.26	-	9,354.09
Capital Repairs Diocesan House	6,840.10	-		-	6,840.10
Christensen Endowment General Convention	8,216.03	1,543.71	3,230.09	•	6,529.65
Deputies Reserve	905.80	_	_	3,600.00	4,505.80
Hispanic Ministry	11,482.70	_	22,346.15	10,000.00	(863.45)
Huston Center Reserve	13,921.52	2,568.28	3,407.18	_	13,082.62
Legal Fee Reserve	2,042.51	_		(2.042.51)	0.00
New Equipment Reserve	369.48	-		8,337.20	8,706.68
Phillips Maintenance Fund	6,424.31	11,800.38	14,224.31		4,000.38
Risk Management	1,165.09	-	-		1,165.09
St. Andrew's House					
Deferred Maintenance	**	4,531.91	2,535.85		1,996.06
Refugee Housing (Medina)					
Grant	5,000.00	7,500.00	5,000.00	(7,500.00)	0.00
Prior Year Refugee Balance Refugee Start-up Grant	13,773.36	18,250.00		835.00	32,858.36
Refugee Pass—thru Fund Refugee Operations—	•	219,446.00	135,835.00	•	83,611.00
1992 Income (Loss)	-	86,162.10	132,915.67	7,500.00	(39,253.57)
Theological Education		198.25	-	(198.25)	0.00
Presiding Bishops Fund/				,	
World Relief	0.00	14,520.30	14,520.30	-	0.00
Episcopal Service for Youth	0.00	267.00	267.00		0.00
United Thank Offering	0.00	869.96	869.96		0.00
CSMO	0.00	1,421.22	1,421.22	-	0.00

DIOCESE OF OLYMPIA - OPERATING FUND STATEMENT OF RECEIPTS AND DISBURSEMENTS OTHER RESERVE FUNDS For the Year Ended December 31, 1992

	12/31/91	Receipts	Disbursements	Transfers	12/31/92
Asian American Ministries	\$ 3,059.28	\$ -	\$ 224.00	\$ -	\$ 2,835.28
Camp Scholarship Fund	451.31	2,337.09	3,945.75	2,675.05	1,517.70
Cursillo Working Deposit	(388.52)	1,500.00	1,353.58	(412.45)	(654.55)
Chinese Ministry	1,550.96	-	-	-	1,550.96
Clergy Residency Program	17,851.73	-		(17,851.73)	0.00
Diocesan School of Theology	18,519.10	14,151.61	801.30	(16,423.56)	15,445.85
Diocesan School of Theology—					
Scholarships	74.20	-	74.20	-	0.00
Direct Feeding/Servant Fund	1,171.46		390.20		781.26
Episcopal Churchwomen	369.20	1,000.00	1,512.98	-	(143.78)
Institute for Creation Ministry	51,182.67	29,417.00	80,599.67	-	0.00
Insurance Administration Fees	5,876.85	9,358.92	3,994.42	(7,428.24)	3,813.11
Liturgies and Music	(1,736.35)	34.90	34.90	1,736.35	0.00
Lutheran Episcopal Conference	208.11	-	-	-	208.11
Maritime Ministry	30,089.04	11,865.71	983.04	(18,878.82)	22,092.89
Ministry Foward	4,399.23	14,198.00	-	(4,399.23)	14,198.00
Native American Task Force	1,034.97	260.00	901.48	-	393.49
Overlake Missioner Program	1,736.50	1,816.75	3,553.25	-	0.00
Petty Cash	1,550.00	10,400.00		-	11,950.00
Prison Ministry Campaign	6,823.81	47,043.52	462.50	~	53,404.83
Staff Support 1988 Balance	488.11	402.27	890.38	-	0.00
Twin Harbors Missioner	1,117.19	3,633.50	4,750.69	•	0.00
Youth Programs	7,607.08	32,364.50	7,826.45	(21,392.50)	10,752.63
Youth Music Ministry	20.00	-	20.00	-	0.00
Youth Scholarship Fund	2,296.24	402.00	-	1,644.50	4,342.74
Evergreen Messenger	138.50	-	•	(138.50)	0.00
Huston Center Contingency					
Reserve	3,672.51	-	-	(3,672.51)	0.00
Camperships	2,675.05	-	-	(2,675.05)	0.00
Centennial Project	408.93	456.09	205.54	~	659.48
Audio-Visual Rentals	1,608.98	621.58	1,159.25	-	1,071.31
Medical Ins. Reserve (New)	(303.18)	303.18	44	-	0.00
Fire Donations	281.76	~	•	(281.76)	0.00
Risk Management Suspense	4,780.67	•	-	(4,780.67)	0.00
Pastoral Care Workshops	2,414.11	-	-	(2,414.11)	0.00
Library Fire Claim	353.73	78,349.96	16,325.82	(5,583.33)	56,794.54

DIOCESE OF OLYMPIA – OPERATING FUND STATEMENT OF RECEIPTS AND DISBURSEMENTS OTHER RESERVE FUNDS (CONT.) For the Year Ended December 31, 1992

	12/31/91	Receipts	Disbursements	Transfers	12/31/92
BLF Suspense	*	22,230.00	22,230.00	-	0.00
Christian Initiation Suspense	800.65	7.08	1.79	-	805.94
Miscellaneous Clearing	7,756.77	614,810.93	598,531.56	(28,641.91)	(4,605.77)
Reimbursible Travel	3,279.45	3,687.55	4,079.57	-	2,887.43
Episcopal Charities	2,026.02	56,495.82	58,630.49	-	(108.65)
		32,809.33	32,852.77		(43.44)
Provost Relocation Expense	(3,172.42)	3,172.42		-	0.00
Leadership Skills Institute	638.62	11,351.00	11,461.06	-	528.56
Restricted Fund Balance				2,159.64	2,159.64
Unrestricted Fund Balance	<u>-</u>	829.60	5,262.61	5,165.27	732.26
Total Other Reserve Funds	\$ 182,712.32 \$	1,005,310.31	\$ 863,059.25	\$(121,593.56)	\$203,369.82

Operating Fund: Notes

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DIOCESE OF OLYMPIA – OPERATING FUND

NOTES TO FINANCIAL STATEMENTS

December 31, 1992

NOTE 1 - GENERAL

The Diocese of Olympia is a diocese of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America. The Diocese includes all Episcopal churches in western Washington.

The Diocese's main source of support is assessments levied on its congregations. The assessments are a function of the congregation's revenue in the second prior year. The congregation revenues are related to the size and vitality of the congregation and the state of the economy generally in the region.

The Diocese regularly has cash in excess of federally insured limits with its bank. This and the assessments discussed above represent concentrations of credit risk.

NOTE 2 - ACCOUNTING

These financial statements have been prepared in accordance with principles authorzied by the General Convention of the Episcopal Church. The principles direct the use of the accrual basis of accounting. No depreciation is recognized and equipment is expensed in the year of purchase. No value is assigned to donated services and donated materials are negligible.

The Diocese is the conduit for a number of grants from the Presiding Bishop for such puposes as refugee resettlement. These funds are treated as expended by the Diocese when disbursed even though the grant recipient has subsequent accounting and reporting responsibilities.

The Diocese has not accrued any liability for compensated absences as the figures are not readily ascertainable. It is the policy of the Diocese to pay five percent of accumulated sick leave up to \$500.00 to any employee leaving the employment of the Diocese, except those terminated for cause.

None of the miscellaneous reserve funds or other reserve funds represent restricted funds. The Diocese does receive grants with restrictions but they are invariably expended for the restricted purpose within the year.

The Altar Guild Fund and the Diocesan Student Memorial Fund are considered to be independent entities and are not included in these financial statements.

Fund raising expenditures by the Episcopal Charities Appeal and the development officer were \$132,288.19 in 1992.

For purposes of the statement of cash flows, the Diocese considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTES TO FINANCIAL STATEMENTS

December 31, 1992

NOTE 3 - UNBUDGETED REVENUE & EXPENDITURES

Included in the cash flows from operating activities are unbudgeted revenue and expenditures of the special purpose funds of the operating account group. These special purpose funds are listed in detail on pages ten and eleven.

Special purpose funds receive revenue from outside sources, budgeted amounts or from other fund groups. The funds are all dedicated, but changes in dedicated purposes are rare. More common is a name change to reflect evolution of the use of the fund.

NOTE 4 - RELATED ORGANIZATION

The Diocese of Olympia –Operating Fund contains the operating budget and the special purpose funds (as noted) of the Diocese of Olympia.

The fund groupings known as Trust Funds, Building Loan Fund, Mission Development and Real Estate Fund, and the James F. Hodges Diocesan Investment Fund (DIF) are reported separately. These funds are part of the Diocese of Olympia, Inc., a separate incorporated entity. The Endowment and Other Income reported on the Statement of Support and Revenue and Expenditures in part reflects income from assets held by the Trust Fund.

The other funds are not allocated any of the common expenses incurred and paid from the operating budget. Transfers do not balance as they include transfers made to funds of the Diocese of Olympia, Inc.

NOTE 5 - BUDGETARY EXPENSE OBJECTIVES

The 1992 objectives were substantially different from the 1991 objectives. Consequently no comparative statements for the year ended December 31, 1991 are presented.

NOTE 6 - TRUST FUNDS

The Diocese of Olympia Operating Fund is the beneficiary of several trust funds held by the related entity discussed in Note 4. Income from this source is captioned DIF income. A portion of this income represents restricted funds which are expended annually as part of the budget.

The Diocese is also the beneficiary of several trusts held for the benefit of the Diocese by financial institutions. In 1992 the largest of these, the Sophia Henry Trust, provided \$41,987.05 in income to the operating fund.

Operating Fund: Notes

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DIOCESE OF OLYMPIA-OPERATING FUND

NOTES TO FINANCIAL STATEMENTS

December 31, 1992

NOTE 7 - PENSIONS

The clergy are covered under a plan administered by the Church Pension Fund. All full and part time clergy employed by the Diocese have 18 percent of compensation, including housing allowance if applicable, paid to the Church Pension Fund.

Lay employees are covered under IRC Section 403(b), Annuity Retirement Plan. Employees are eligible to participate after two consecutive 1,000-hour service years. Employees are 100% vested after eleven (11) years.

The diocesan contribution starts at five (5) percent of prior year's salary and increases one percent per year to a maximum of 18 percent. Contributions were made as follows:

	1992
\$	59,531.69
	42,605.46
\$	102,137.15
	\$ 7

Neither plan guarantees any specific benefit, so no unfunded liabilities exist. Because it is a church, the Diocese is not subject to ERISA requirements.

The Diocese changed its lay employee pension system effective January 1, 1993. Full vesting now will occur in 5 years while maximum employer contributions (including matching contributions) are capped at 9 percent.

The policy of the Diocese is to pay for medigap health insurance coverage for retired clergy and lay employees and their spouses who are over the age of 65, who meet eligibility requirements of 5 years full time employment immediately prior to retirement at ages 62 or over.

NOTE 8 – CONTINGENT LIABILITIES

No liabilities that relate to the mission congregations of the Diocese are reflected. The Diocese could be held to be a responsible party until the mission becomes a parish.

The Diocese is an agent for the Church Insurance Company and collects and remits medical premiums for institutions of the Diocese.

SECTION **1993 AUDIT** AND STATISTICS

BEAIL, RAINES, GILLESPIE & GETTMANN CERTIFIED PUBLIC ACCOUNTANTS NORTHGATE DELTA BUILDING 9706 FOURTH AVENUE N. E. SUITE 305 SEATTLE, WASHINGTON 98115-2157 (206) 527-3000

INDEPENDENT AUDITOR'S REPORT

Diocese of Olympia, Inc. 1551 Tenth Avenue East Seattle, Washington 98102

We have audited the balance sheet—Episcopal Church basis of the Diocese of Olympia, Inc. at December 31, 1993, and the related statements of support and revenue, expenses and changes in fund balances—Episcopal Church basis and cash flows—Episcopal Church basis for the year then ended. These financial statements are the responsibility of diocesan management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 3, the policy of the Diocese of Olympia, Inc. is to prepare its financial statements on a basis that is in accordance with principles that constitute the generally accepted principles authorized by the General Convention of the Episcopal Church. Accordingly, the accompany-

ing financial statements are not intended to present the financial position and the results of operations in conformity with generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the balance sheet of Diocese of Olympia, Inc. at December 31, 1993, and the statements of support and revenue, expenses and cash flows for the year then ended, in accordance with principles authorized by the General Convention of the Episcopal Church.

As discussed in Note 3 to the financial statements, real estate totaling \$30,221,706.00 has been valued at approximate replacement cost by using construction replacement cost estimates plus assessed value of land. We have reviewed the procedure applied in valuation and have inspected the underlying documentation, and in the circumstances, we believe the procedures reasonable and the documentation appropriate. Because of the inherent uncertainty of valuation of church buildings, fair market value may differ significantly from the approach used, and the differences could be material.

Basil Raines Gillegaie & Gettmann

Beail, Raines Gillespie & Gettmann

Seattle, Washington

May 13, 1994

DIOCESE OF OLYMPIA, INC. BALANCE SHEET-EPISCOPAL CHURCH BASIS December 31, 1993

ASSETS

	Restricted Funds	Endowment Funds	_	Real Estate Funds	Total
Restricted Cash	\$ 1,329,249.48 326,005.99	\$ 191,392.12	\$	13,956.84	\$ 1,534,598.44 326,005.99
Investments	7,511,070.69	9,924,263.82		-	17,435,334.51
Notes, Loans & Real Estate Contracts Receivable Real Estate	871,997.81	411,456.52		14,792.22	1,298,246.55
Diocesan House, Seattle	-			7,437,835.00	7,437,835.00
Huston Center, Gold Bar St. Andrew's Conference	-	ab		2,067,317.00	2,067,317.00
Center, Union	-	-		589,933.00	589,933.00
Mission Properties	•	-		16,357,400.00	16,357,400.00
Mission Sites	-	-		3,614,725.00	3,614,725.00
St. Bernard's Chapel-Snoqu	ualmie -	-		309,496.00	309,496.00
TOTAL ASSETS	\$10,038,323.97	\$10,527,112.46	\$	30,405,455.06	\$50,970,891.49
	LIABILITIES A	ND FUND BALANC	CES	8	
LIABILITIES:	LIABILITIES A	ND FUND BALANC	CES	8	
Accounts Payable	63,612.19	ND FUND BALANC	CES	5	63,612.19
	63,612.19	1,566,184.11	CES	-	63,612.19
Accounts Payable Shareholders' Equity in	63,612.19	-	CES	-	
Accounts Payable Shareholders' Equity in Diocesan Investment Fund	63,612.19	1,566,184.11	ES	162,818.00	10,348,217.50
Accounts Payable Shareholders' Equity in Diocesan Investment Fund Liability for Trust Accounts	63,612.19	1,566,184.11	CES	•	10,348,217.50 85,055.70
Accounts Payable Shareholders' Equity in Diocesan Investment Fund Liability for Trust Accounts Loans Payable—Other	63,612.19 8,782,033.39 41,815.34	1,566,184.11 85,055.70	E E	162,818.00	10,348,217.50 85,055.70 204,633.34
Accounts Payable Shareholders' Equity in Diocesan Investment Fund Liability for Trust Accounts Loans Payable—Other Total Liabilities FUND BALANCES:	63,612.19 8,782,033.39 41,815.34	1,566,184.11 85,055.70	E E	162,818.00	10,348,217.50 85,055.70 204,633.34 10,701,518.73
Accounts Payable Shareholders' Equity in Diocesan Investment Fund Liability for Trust Accounts Loans Payable—Other Total Liabilities	63,612.19 8,782,033.39 41,815.34 8,887,460.92	1,566,184.11 85,055.70 1,651,239.81	CES	162,818.00	10,348,217.50 85,055.70 204,633.34 10,701,518.73 7,728,651.97
Accounts Payable Shareholders' Equity in Diocesan Investment Fund Liability for Trust Accounts Loans Payable—Other Total Liabilities FUND BALANCES: Designated	63,612.19 8,782,033.39 41,815.34 8,887,460.92	1,566,184.11 85,055.70 1,651,239.81	-	162,818.00	10,348,217.50 85,055.70 204,633.34 10,701,518.73
Accounts Payable Shareholders' Equity in Diocesan Investment Fund Liability for Trust Accounts Loans Payable—Other Total Liabilities FUND BALANCES: Designated Restricted	63,612.19 8,782,033.39 41,815.34 8,887,460.92	1,566,184.11 85,055.70 1,651,239.81	-	162,818.00	10,348,217.50 85,055.70 204,633.34 10,701,518.73 7,728,651.97 2,298,083.73

DIOCESE OF OLYMPIA, INC. STATEMENT OF SUPPORT AND REVENUE, EXPENSES AND CHANGES IN FUND BALANCE—EPISCOPAL CHURCH BASIS December 31, 1993

	Restricted Funds	Endowment Funds	Real Estate Funds	Total
SUPPORT AND REVENUE: DIF Investment Income \$ Donations, Bequests and	365,938.29	\$ 423,411.29	\$ -	\$ 789,349.58
Other Support Investment Income	25,633.69	799,024.42	19,876.33 6,240.06	818,900.75 31,873.75
Interest on Loans, Notes & Mortgages Net Unrealized Gain on	108,323.88	30,224.54	-	138,548.42
Investments		52,623.38		52,623.38
Total Support & Revenue	499,895.86	1,305,283.63	26,116.39	1,831,295.88
EXPENSES: Program Services Grants to Charities		-	:	
Support Services	31,206.58	18,554.11	625.00	50,385.69
	31,206.58	18,554.11	625.00	50,385.69
Excess of Support & Revenue				
Over Expenses	468,689.28	1,286,729.52	25,491.39	1,780,910.19
Fund Balances, Beginning of Yr	1,940,666.35	8,588,886.29	27,007,459.15	37,537,011.79
DIF Income & Appreciation Attributible to Shareholders Interfund Transfers and Transfers	(337,587.71)	(77,818.18)	-	(415,405.89)
to Related Entity (Note 4) Deduct: Missions Which	(920,904.87)	(921,924.98)	1,178,123.00	(664,706.85)
Became Parishes Increases in Value of Real Estate Eliminate Interfund Loans		-	2,031,563.52	2,031,563.52
Fund Balances, December 31, 1993 \$	1,150,863.05	\$ 8,875,872.65	\$30,242,637.06	\$40,269,372.76

DIOCESE OF OLYMPIA, INC. STATEMENT OF CASH FLOWS—EPISCOPAL CHURCH BASIS December 31, 1993

	Restricted Funds	Endowment Funds	Real Estate Funds	Total
CASH FLOWS FROM OPERATI ACTIVITIES:	NG			_
DIF Investment Income	\$ 365,938.29 \$	423,411.29	\$ -	\$ 789,349.58
Interest Received	107,280.67	30,224.54	7,087.06	144,592.27
Endowment & Misc. Income	25,633.69	799,024.42	19,876.33	844,534.44
Cash Paid to Auditor & Suppl Net Cash Provided by	iers (31,206.58)	(18,554.11)	(625.00)	(50,385.69)
Operating Activities	467,646.07	1,234,106.14	26,338.39	1,728,090.60
CASH FLOWS FROM INVESTINACTIVITIES:	IG			
DIF Dividends Reinvested		(12,875.59)		(12,875.59)
Other DIF Purchases	-	(612,711.17)	-	(612,711.17)
Investments Purchased	(1,227,604.77)	-	-	(1,227,604.77)
Investments Sold	1,612,920.90	400,187.24	-	2,013,108.14
Loans to diocesan institutions		-	(376,027.26)	(1,494,603.84)
Collection of Real Estate				, , , ,
Contract & Loans	131,430,08	-	7,096.02	138,526.10
Construction bond deposits	(19,679.99)		-	(19,679.99)
Net Cash Used in				
Investing Activities	(621,510.36)	(225,399.52)	(368,931.24)	(1,215,841.12)
CASH FLOWS FROM FINANCIN	IG ACTIVITIES:			
Cash from Investors & Loans		_	~	1,023,517.66
Shareholder Redemptions/	1,020,017.00			1,020,017.00
Disbursements	(420,058.33)	~	_	(420,058.33)
Transfers (to) From Other	(120,000.00)			(+20,000.00)
Fund Groups	_	(530,068.20)	_	(530,068.20)
Dividend Paid	(337,587.71)	(391,856.78)		(729,444.49)
Net Cash Used by	(307,007,77)	(301,000110)		(120, 111.10)
Financing Activities	265,871.62	(921,924.98)	0.00	(656,053.36)
	,	,		(111,111)

DIOCESE OF OLYMPIA, INC. STATEMENT OF CASH FLOWS—EPISCOPAL CHURCH BASIS (CONT.) December 31, 1993

	Restricted Funds	Endowment Funds	Real Estate Funds	Total
Net Increase (Decrease) in Cash and Cash Equivalents	112,007.33	86,781.64	(342,592.85)	(143,803.88)
Cash and Cash Equivalents at Beginning of Year	\$ <u>1,217,242.15</u>	104,610.48	\$ 356,549.69	\$ <u>1,678,402.32</u>
Cash and Cash Equivalents at End of Year	\$ <u>1,329,249.48</u> \$	191,392.12	\$ 13,956.84	\$1,534,598.44

Reconciliation of Excess of Support and Revenue Over Expenses to Net Cash Provided by Operating Activities

Excess of Support and Revenue							
Over Expenses	\$	468,689.28	\$	1,286,729.52	\$	25,491.39	\$1,780,910.19
Adjustments to Reconcile Provided	d by						
Decrease (Increase) in FMV of [DIF		-	(52,623.38)		-	(52,623.38)
Decrease (Increase) in Receival	ole	(1,043.21)	_	-		847.00	(196.21)
Net Cash From Operating Activi	ties <u>s</u>	\$467,646.07	_\$	1,234,106.14	\$_	26,338.39	\$1,728,090.60

NOTE 1 - GENERAL

The "Diocese of Olympia" is a diocese of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America. The Diocese includes all Episcopal churches and institutions in western Washington and is composed of two separate legal entities, the Diocese of Olympia, Inc. and the Diocese of Olympia (an unincorporated entity - see Note 4).

These financial statements are for the Diocese of Olympia, Inc. and do not include the related unincorporated entity (Note 4). The Diocese of Olympia, Inc.'s main source of support is gifts, loan interest and endowment income.

In1992, the Diocese adopted a policy of investing excess cash in the Goldman-Sachs Prime Obligation Fund through Seattle First National Bank. The DIF also invests in U.S. Government securities thru the Pacific Horizon Government Fund. These investments are a concentration of credit risk in U.S. Government securities. Invested balance at December 31, 1993 was \$1.560.240.21.

The Building Loan Fund was established in 1949 to make loans to churches to assist in financing new building projects and to make loans for small building repair and improvement projects. The interest rate charged by the fund is set annually.

The Mission Development Fund (MDF) was set up to purchase properties in areas where growth would necessitate establishment of a new mission. Loans made by the MDF are generally exempt from interest even after congregations have been organized.

The Real Estate Fund accounts for the value of the land and buildings held by the Diocese. The value of mission property is shown as a diocesan asset until the mission becomes a parish

The Trust Fund holds the endowment funds of the Diocese of Olympia and other institutions of the Diocese for which the Diocese has been named trustee. The funds held are invested primarily in the James F. Hodges Diocesan Investment Fund.

The James F. Hodges Diocesan Investment Fund was organized in 1951 as a "mutual fund" for the endowments of the Diocese, parishes and related institutions. The fund balances the need for current income and growth in asset value to offset inflation by investing in a mixture of stocks and bonds. The securities are held in trust with Seattle First National Bank.

NOTE 2 - RELATIONSHIP TO OTHER DIOCESAN AUDITED FINANCIAL STATEMENTS

The Manual of Accounting Principles and Reporting Practices for Episcopal Diocese, Parishes and Missions allows for four basic types of funds: Operating, Restricted, Endowment, and Real Estate. The consolidated financial statements are prepared using these categories. The Diocese sometimes uses different terminology in its day-to-day operations. The following table is presented to enhance understandability when this financial statement is reviewed in conjunction with the individual Fund statements.

Accounting Manual	Diocesan Funds
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Operating Fund (See Note 4)

Not part of the

Diocese of Olympia, Inc.

Restricted Funds Building Loan Fund

Diocesan Investment Fund (Reduced by Assets held by

Trust Fund)

Endowment Funds Trust Funds

Real Estate Funds Mission Development and

Real Estate Fund

NOTE 3 - ACCOUNTING PRINCIPLES

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principles follow generally accepted accounting principles except as explained below.

There are two acceptable methods of valuing marketable securities in the financial statements as authorized by the General Convention of the Episcopal Church. The Diocese of Olympia, Inc. has elected to use the market value.

Loans receivable and notes receivable are carried at the amount due as of December 31, 1993. Interest receivable has been accrued to December 31, 1993. The interest rate on Building Loan Funds was 6 7/8% at December 31,1993.

NOTE 3 - ACCOUNTING PRINCIPLES (CONT.)

Real estate is to be carried at cost when available and in the absence of historical cost, recorded at fair market value. Fair market value has been approximated using construction replacement cost estimates plus assessed value of land. These estimates are increased using a construction inflation cost index. New construction cost estimates are prepared on ten year cycles.

These values are used as the closest approximation of fair market value and are used except when noted otherwise. The values of Huston Center and St. Andrew's Conference Center do not include any land value. St. Bernard's Chapel occupies leased land. The value of mission property is shown as a diocesan asset until the mission becomes a parish. The value of the mission properties has not been reduced by the amount of loans to missions discussed in Note 5.

The accounting principles of the Episcopal Church require expensing of capital improvements, furniture, fixtures, and equipment, and state that no depreciation is to be recognized on real estate.

The Diocese does not attempt to value donated services.

For purposes of the statement of cash flows, the company considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTE 4 - OPERATING FUND

The Operating Fund of the Diocese of Olympia is a separate unincorporated entity. The employees of the Operating Fund maintain the books and records of the Diocese of Olympia, Inc. at no charge. Transfers do not balance because of transfers to this related entity.

There are no employees of the Diocese of Olympia, Inc. and hence no pension expenses.

NOTE 5 - INTERFUND LOANS:

The balance sheet does not reflect the interfund loans of \$1,918,054.00 from the Building Loan. Fund to the real estate funds on the balance sheet.

NOTE 6 - COMMITMENTS TO LOAN FUNDS:

At December 31, 1993 the Diocese of Olympia, Inc. Building Loan Fund was committed to making loans to the following congregations.

Total Commitment	Loan Balance 12/31/93	Commitment Not Yet Drawn On
\$1,291,319.63	\$1,269,319.63	\$ 22,000.00
354,000.00	•	354,000.00
40,000.00	22,985.42	17,014.58
\$1,685,319.63	\$1,292,305.05	\$393,014.58
	\$1,291,319.63 354,000.00 40,000.00	Commitment 12/31/93 \$1,291.319.63 \$1.269,319.63 354,000.00 - 40,000.00 22,985.42

NOTE 7 - LINES OF CREDIT

The Diocese secured a \$500.000 line of credit from Seattle First National Bank for the period April 21, 1993 thru April 1, 1994 at the banks prime interest rate. At December 31, 1993 this credit line had not been drawn on.

The Diocese also has a \$500,000 line of credit with U.S. Bank, which was initially established in August 29, 1991. There is no outstanding balance on the line, which has a final maturity of May 1, 1998.

NOTE 8 - RESTRICTED CASH

King County Building and Land Use Department (BALD) has permitted the posting of cash bonds in lieu of an insurance bond in conjunction with the construction of St. Columba's, Kent (Des Moines). The church was completed in early 1994 so all bonds are expected to be released during 1994 except the landscape bond (\$142,928.42) which cannot be released until a year after the project is complete.

NOTE 9 - CONTINGENT LIABILITIES

A portion of the loans payable on the books is from the Episcopal Church Foundation. The loans are recorded on the books as payments flow through the Diocese even though the congregations to which the loans were made have primary resconsibility for the repayment.

The Diocese of Olympia. Inc. has entered into an option joint use agreement with the Corporation of the Catholic Archbishop of Seattle. The Diocese of Olympia signed the option agreement and note on June 27, 1990. The \$240,000 notes carries simple interest on \$144,000 at 8% per year. The note and interest are payable six years from the option date. If the joint use option is exercised, the note and interest are to be renegotiated. The option, including extensions, runs for ten years.

The Diocese is a party to a loan to Good Shepherd. Vancouver that is due December 31, 1999

BALANCE SHEETS – EPISCOPAL CHURCH BASIS December 31, 1993 and 1992

ASSETS

CASH:		1993	1992		Increase (Decrease)
Checking accounts & cash on hand	\$	118,688.36	\$ 310,791.78	•	(192,103.42)
Cash equivalents	Ψ	453,818.31	\$ 310,731.70	Φ	453,818.31
Total Cash		572,506.67	310,791.78		261,714.89
			3,3,731.70		201,711.00
ACCOUNTS RECEIVABLE:					
Miscellaneous accounts		16,610.79	56,703.18		(40,092.39)
DIF income receivable		58,375.60	65,523.60		(7,148.00)
Assessments receivable		109,787.00	214,769.00		(104,982.00)
Insurance payments receivable		2,566.00	3,483.01		(917.01)
Vision and EAP receivable		1,497.60			1,497.60
Less: reserve for doubtful accounts		(109,787.00)	(214,769.00)		104,982.00
Total accounts receivable		79,049.99	125,709.79		(46,659.80)
OTHER ASSETS:					
Prepaid expenses		22,758.41	22,145.34		613.07
Deposit – United Airlines		425.00	425.00		-
Total other assets		23,183.41	22,570.34		613.07
TOTAL ASSETS	\$	674,740.07	\$ 459,071.91	\$	215,668.16
	·				
LIABILIT	IES	AND FUND B	ALANCES		
LIABILITIES:					
Accounts payable	\$	41,491.33	\$ 37,850.20	\$	3,641.13
Sales tax liability	φ	907.75	φ 37,030.20	9	907.75
Prepaid conference reservations		19,729.00	22,718.00		(2,989.00)
Total Liabilities		62,128.08	60,568.20		1,559.88
Total Liabilities		02,120.00			1,009.00
FUND BALANCES:					
1993/1992 Program budget balance		84,573.34	22,927.91		61,645.43
Special Purpose Funds:					
Employee insurance and T.S.A.		2,027.78	2,935.23		(907.45)
Working capital trust fund		23,410.40	23,410.40		-
Miscellaneous reserve funds		207,901.84	145,860.35		62,041.49
Other reserve funds		294,698.63	203,369.82		91,328.81
Total Fund Balances		612,611.99	398,503.71		214,108.28
TOTAL LIABILITIES					
TOTAL LIABILITIES & FUND BALANCES	\$	674,740.07	\$ 459,071.91	¢	015 660 40
& FUND BALAINGES	Φ	074,740.07	\$ 455,071.91	\$	215,668.16

STATEMENT OF SUPPORT AND REVENUE AND EXPENDITURES – EPISCOPAL CHURCH BASIS

For the Year Ended December 31, 1993

CURRORT AND REVENUE.	1993 Unaudited Budget	1993 Actual	Variance (Over)/Under Budget
SUPPORT AND REVENUE: Assessment of Congregations Prior Year Assessments DIF & Endowment Income	\$ 2,401,921.00 12,000.00	\$ 2,351,322.28 24,643.00	\$ 50,598.72 (12,643.00)
Unrestricted Restricted Transfers Grants Bank Interest Huston Center St. Andrew's House Misc. & Reimbursements Total Support and Revenue	54,193.00 383,225.00 29,200.00 6,000.00 3,500.00 270,000.00 67,700.00 64,853.00 3,292,592.00	50,188.44 433,071.15 30,689.96 5,296.24 7,444.80 272,696.35 67,254.74 83,378.50 3,325,985.46	4,004.56 (49,846.15) (1,489.96) 703.76 (3,944.80) (2,696.35) 445.26 (18,525.50) (33,393.46)
EXPENDITURES: UNITY OF THE PERSON OF T			
Office of the Bishop Bishop Administrative Assistant Office Expense Auto Reserve Travel Episcopal Expense Theological Education Grants Clergy Emergency Grants Christensen Grants Episcopal Assistance Consecration Reserve	118,511.00 46,047.00 7,000.00 9,600.00 11,850.00 3,000.00 19,343.00 11,712.00 6,170.00 1,000.00 249,233.00	116,421.22 45,894.43 8,862.07 9,400.77 12,471.06 3,425.94 13,917.95 13,323.25 6,308.56 750.00 15,000.00 245,775.25	2,089.78 152.57 (1,862.07) 199.23 (621.06) (425.94) 5,425.05 (1,611.25) (138.56) 250.00 0.00 3,457.75
Office of the Provost Provost Administrative Assistant Office Expense Travel & Discretionary Relocation Expense	86,373.00 37,744.00 3,000.00 7,500.00	86,311.12 37,824.23 3,102.03 7,657.03	61.88 (80.23) (102.03) (157.03)
Communications Communications Officer Office Expense Travel The Voice Program Expense	50,866.00 8,250.00 2,300.00 45,000.00 4,000.00 110,416.00	50,753.77 8,707.19 2,258.08 44,431.27 4,598.78 110,749.09	112.23 (457.19) 41.92 568.73 (598.78) (333.09)

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DIOCESE OF OLYMPIA - OPERATING FUND

STATEMENT OF SUPPORT AND REVENUE AND EXPENDITURES – EPISCOPAL CHURCH BASIS

	1993 Unaudited Budget	1993 Actual	Variance (Over)/Under Budget
EXPENDITURES (CON'T): UNITY (CON'T)			
Governing Bodies Recording Secretary Office Expense Convention Diocesan Council Standing Committee Board of Directors Convocations Journal of Convention Audit Expense Legal Expense	28,086.00 2,200.00 14,400.00 3,000.00 1,200.00 1,250.00 3,000.00 6,900.00 1,000.00	27,406.13 2,205.12 14,351.91 3,977.51 1,910.79 1,825.58 876.39 5,995.11 6,900.00 518.50	679.87 (5.12) 48.09 (977.51) (710.79) (625.58) 373.61 (2,995.11) 481.50 (3,731.04)
Diocesan House			
Receptionist C.S. Coordinator Printer Print Shop Custodian Custodian Assistant Office Supplies & Printing Postage Mail Delivery/Misc Mileage Staff Travel Hospitality Telephone Equipment Utilities Maintenance Supplies Property Insurance Capital Reserve Expense	27,723.00 27,130.00 30,542.00 11,200.00 22,736.00 1,000.00 7,500.00 1,800.00 200.00 2,300.00 24,000.00 21,325.00 12,750.00 11,500.00 11,500.00 11,4982.00 -228,231.00	27,677.95 28,361.65 30,117.17 12,302.55 22,735.79 714.65 225.26 6,993.23 1,302.33 127.16 2,220.19 24,000.33 43,267.94 12,138.33 6,781.00 9,620.00 6,661.55 235,247.08	45.05 (1,231.65) 424.83 (1,102.55) 0.21 285.35 974.74 506.77 497.67 72.84 79.81 (0.33) (21,942.94) 611.67 4,719.00 723.00 8,320.45 (7,016.08)
Archives St. Mark's Subsidy St. Andrew's House Operations Huston Center Subsidy Huston Center Operations Horn Projects Loan Payments St. Bernard's Chapel	15,091.00 60,046.00 81,491.00 26,500.00 272,069.00 21,156.00 21,157.00 795.00 498,305.00 1,283,038.00	14,978.02 60,151.01 80,276.67 0.00 299,196.30 23,956.70 10,464.66 2,019.79 491,043.15 1,283,676.02	(7,010.06) 112 98 (105.01) 1,214.33 26,500.00 (27,127.30) (2,800.70) 10,692.34 (1,224.79) 7,261.85 (638.02)
TOTAL UNITY	1,200,000.00	1,200,070.02	(030.02)

STATEMENT OF SUPPORT AND REVENUE AND EXPENDITURES – EPISCOPAL CHURCH BASIS

For the Year Ended December 31, 1993

	1993 Unaudited Budget	1993 Actual	Variance (Over)/Under Budget
EXPENDITURES (CON'T); EVANGELISM			
University of Washington Other Colleges/Universities Refugee Resettlement Seattle Waterfront TV Eucharist Evangelism Training	\$ 15,000.00 3,000.00 10,000.00 24,000.00 9,000.00	\$ 15,000.00 0.00 9,999.96 27,994.12 8,837.94	\$ 3,000.00 0.04 (3,994.12) 162.06
Consultant's Stipends Office & Printing Travel	0.00 3,000.00 2,500.00	0.00 431.21 841.90	0.00 2,568.79 1,658.10
Program/Training/Conference TOTAL EVANGELISM	2,00 <u>0</u> .00 68,500.00	3,786.08 66,891.21	(1,786.08) 1,608.79
NURTURE OF MINISTRY			
Congregation & Ministry Development Canon Administrative Assistant Office Expense Travel & Discretionary Consultant Training Resource & Leadership Training	65,286.00 16,072.00 2,500.00 6,500.00 4,000.00 7,000.00	64,740.85 15,871.77 2,596.49 6,763.37 3,094.11 7,461.17	545.15 200.23 (96.49) (263.37) 905.89 (461.17)
, ,	101,358.00	100,527.76	830.24
Resource Center Librarian Office Expense & Postage Travel Acquisitions	28,098.00 2,650.00 500.00 7,000.00	27,853.18 2,032.46 306.47 6,669.95	244.82 617.54 193.53 330.05
Commission on Faith Development Coordinator	3 <u>8,248.00</u> 50,118.00	<u>36,862.06</u> 49,871.68	1,385.94
Program Assistant Office Expense	29,342.00 12,745.00	29,319.27 13,968.61	(1,223.61)
Travel & Discretionary Education for Ministry Resource & Leader Training	2,660.00 1,500.00 1,500.00 35,200.00	2,691.53 1,500.00 1,077.93 34,494.78	(31.53) 0.00 422.07 705.22
The accompanying notes are an integral	133,065.00 part of these financia	132,923.80 al statements.	141.20

1993 Audit & Statistics

STATEMENT OF SUPPORT AND REVENUE AND EXPENDITURES – EPISCOPAL CHURCH BASIS

For the Year Ended December 31, 1993

	1993 Unaudited Budget	1993 Actual	Variance (Over)/Under Budget
EXPENDITURES (CON'T):			
NURTURE OF MINISTRY (CON'T)	4 000 00	4.510.00	(= 1 = = =)
Commission on Ministry	4,000.00	4,518.90	(518.90)
Clergy Residency Pastoral Care	614.00	190.72	423.28
	6 222 00	6.204.40	0.50
Director	6,322.00	6,321.48	0.52
School of Theology Dean	27,216.00	31,344.29	(4,128.29)
	16,000.00	14,637.47	
Expenses	1.550.00	1,559.81	1,362.53
Liturgy & Music Commission	950.00	1,559.61	(9.81)
Architecture Committee			808.86
Other Commissions/Volunteer Expenses	3,600.00	2,950.23	649.77
Medicare Supplement	67,300.00	64,689.30	2,610.70
Benefits Reserve	24,407.00	0.00	24,407.00
Page total	151,959.00	126,353.34	25,605.66
TOTAL NURTURE OF MINISTRY	424,630.00	396,666.96	27,963.04
STEWARDSHIP			
Stewardship Education			
Consultant	1,415,00	1,414.29	0.71
Office Expense	360.00	320.45	39.55
Consultant's Travel	0.00	0.00	0.00
Program	2,500.00	2,026.40	473.60
Total	4,275.00	3,761.14	513.86
Stewardship & Development			
Stewardship/Development Officers	53,479.00	40,074.49	13,404.51
Part-Time Secretary	10,000.00	3,549.10	6,450.90
Planned Giving Officer	5,335.00	18,698.33	(13,363.33)
Planned Giving Secretary		3,535.86	(3,535.86)
Office Expense	2,600.00	9,866.05	(7,266.05)
Travel & Discretionary	2,000.00	5,876.07	(3,876.07)
Program Expenses	8,104.00	67,647.33	(59,543,33)
Program Expenses Capital	38,000.00	36,808.34	1,191.66
Totals	119,518.00	186,055.57	(66,537.57)

STATEMENT OF SUPPORT AND REVENUE AND EXPENDITURES – EPISCOPAL CHURCH BASIS

For the Year Ended December 31, 1993

	1993 Unaudited Budget	1993 Actual	Variance (Over)/Under Budget
EXPENDITURES (CON'T): STEWARDSHIP (CON'T): Treasurer's Office			
Treasurer	200.00	94.50	105.50
Comptroller	54,196.00	54,082.45	113.55
Insurance Secretary	40,546.00	40,415.86	130.14
Office Expense	6,500.00	5,975.90	524.10
Travel	2,000.00	1,809.24	190.76
Insurance Office Expense Insurance Travel	3,000.00 600.00	2,636.61 465.15	363.39 134.85
Totals	107,042.00	105,479.71	1,562.29
Insurance	107,042.00	100,475.77	1,502.23
Commericial Bond	3,571.00	3,540.50	30.50
Non-owned Auto Liability	3,885.00	3,885.00	0.00
Directors & Officers Liability	2,401.00	2,401.00	0.00
Public Liability	63,949.00	63,047.36	901.64
Excess Liability	5,677.00	5,652.66	24.34
Totals TOTAL STEWARDSHIP	79,483.00 310,318.00	78,526.52 373,822.94	956.48
TOTAL STEWARDSHIP	310,316.00	373,022.94	(63,504.94)
CHURCH IN THE WORLD:			
National Church Apportionment	446,000.00	445,999.92	0.08
General Convention Asst.	32,075.00	32,074.92	0.08
General Convention Reserve	3,600.00	3,600.00	0.00
Province VIII	44.040.00	44.044.00	
Quota/Program	14,612.00	14,611.92	0.08
Meeting Expense CCMD	3,000.00 6,000.00	3,430.53	(430.53)
Lambeth Conference Reserve	600.00	6,000.00 600.00	0.00
Ecum. & Interfaith—	000.00	000.00	0.00
Wash, Assoc. of Churches	10,000.00	9,999.96	0.04
Other Program Expenses	1,900.00	1,513.87	386.13
Tacoma Waterfront	500.00	500.00	0.00
Vancouver Waterfront	500.00	500.00	0.00
Human Needs -			
Coordinator	11,021.00	11,020.96	0.04
Office Expense	500.00	450.95	49.05
Travel - volunteers	4,000.00	3,903.23	96.77
Program Multicultural Ministry	5,680.00 650.00	4,309.70	1,370.30
Multicultural Ministry TOTAL CHURCH IN THE	000.00	18.33	631.67
WORLD	540,638.00	538.534.29	2,103.71
			2,100.71

The accompanying notes are an integral part of these financial statements.

1003 Audit & Statistics

STATEMENT OF SUPPORT AND REVENUE AND EXPENDITURES – EPISCOPAL CHURCH BASIS

	1993 Unaudited Budget	1993 Actual	Variance (Over)/Under Budget
MISSION DEVELOPMENT & SUPPORT: Office of the Archdeacon			
Archdeacon Secretary Office Expense Travel & Discretionary Missioners Twin Harbor Mission Ovelake Missioner Comm. on Diocesan Congregation Office Expense Training & Consultant Expense Grants TOTAL MISSION DEVELOPMENT & SUPPORT	70,367.00 16,071.00 3,500.00 6,000.00	70,582.53 15,871.77 3,831.56 6,068.96	(215.53) 199.23 (331.56) (68.96)
	20,000.00 64,219.00	27,443.13 61,622.16	(7,443.13) 2,596.84
	400.00 0.00 417,556.00	523.54 0.00 395,877.05	(123.54) 0.00 21,678.95
	598,113.00	581,820.70	16,292.30
SHORTFALL RESERVE	67,355.00	0.00	67,355.00
TOTAL PROGRAM BUDGET	3,292,592.00	3,241,412.12	51,179.88
EXCESS (DEFICIT) OF SUPPORT AND REVENUE OVER EXPENDITURES	0.00	84,573.34	(84,573.34)
NONBUDGETED FUNDS RECEIPTS Miscellaneous Reserve Funds Other Reserve Funds Other Special Purpose Funds		426,135.40 683,601.14 130,784.54 1,240,521.08	
DISBURSEMENTS Miscellaneous Reserve Funds Other Reserve Funds Other Special Purpose Funds		416,287.07 673,841.78 131,691.99 1,221,820.84	
TRANSFERS (NET) Miscellaneous Reserve Funds Other Reserve Funds 1992 Program Budget Balance		52,193.16 81,569.45 (22,927.91) 110,834.70	
NET CHANGE ALL FUNDS		214,108.28	

DIOCESE OF OLYMPIA OPERATING FUND STATEMENT OF CASH FLOWS – EPISCOPAL CHURCH BASIS

For the Year Ended December 31, 1993

	1993
CASH FLOWS FROM OPERATING ACTIVITIES: Assessment of Congregations Donations, bequests and other support Interest received Unbudgeted receipts Cash paid to employees, vendors and national church Transfers (to) from other fund groups Unbudgeted disbursements Net cash provided by operating activities	\$2,375,965.28 989,235.18 7,444.80 1,240,521.08 (3,240,465.31) 110,834.70 (1,221,820.84) 261,714.89
CASH FLOWS FROM INVESTING ACTIVITIES: Net cash (used) provided in investing activities	-
CASH FLOW FROM FINANCING ACTIVITIES: Net Cash provided by financing acitivites	<u> </u>
Net increase in cash and cash equivalents	261,714.89
Cash and cash equivalents at beginning of year	310,791.78
Cash and cash equivalents at end of year	\$ 572,506.67
Reconciliation of excess of support and revenue over expenses to net cash provided by operating activities:	
Excess (Deficit) of Support & Revenue Over Expenses Adjustments to reconcile provided by:	\$ 84,573.34
(Increase) Decrease in Accounts Receivable (Increase) Decrease in Other Assets Increase (Decrease) in Accounts Payable Nonbudgeted income Nonbudgeted disbursements	46,659.80 (613.07) 1,559.88 1,351,355.78 (1,221,820.84)
Net cash from operating activities	\$ 261,714.89

MISCELLANEOUS RESERVE FUNDS

STATEMENT OF RECEIPTS AND DISBURSEMENTS

For the Year Ended December 31, 1993

	Fund Balance 12/31/92	Receipts	Disburse	ments	Transfers	Fund Balance 12/31/93
Lambeth Mtgs. Reserve Fund	\$ 4,593.54	\$ -	\$	- 5	600.00	\$ 5,193.54
Bishop's Automobile						
Replacement Fund	8,734.00	-		40	3,000.00	11,734.00
Bishop's Discretionary Fund	9,354.09	42,379.95	34,29	1.00	-	17,443.04
Capital Repairs Diocesan House	6,840.10				9,211.02	16,051.12
Christenson Endowment	6,529.65	-		-	(6,529.65)	0.00
General Convention						
Deputies Reserve	4,505.80	-	10,80	00.00	3,600.00	(2,694.20)
HFJ Grants	-	10,000.00	4,34	6.09	-	5,653.91
Huston Center Reserve	13,082.62	2,048.00		-	(5,713.67)	9,416.95
Hispanic Ministry	(863.45)	10,000.00	20,32	0.60	10,999.96	(184.09)
New Equipment Reserve	8,706.68	26,941.16	3,10	5.34		32,542.50
Phillips Maintenance Fund	4,000.38	**	3,44	5.52	(554.86)	(0.00)
Risk Management	1,165.09	-				1,165.09
St. Andrew's House						
Deferred Maintenance	1,996.06	4,679.50	7,94	2.86	21,580.40	20,313.10
Prior Year Refugee Balance	69,715.79	-		-	(4,603.01)	65,112.78
Refugee Operations						
1993 Income (Loss)	7,500.00	316,586.27	318,53	5.14	20,602.97	26,154.10
Presiding Bishops Fund/						
World Relief	0.00	8,593.58	8,59	3.58		0.00
Episcopal Service For Youth	0.00	303.97	30	3.97		0.00
United Thank Offering	0.00	3,093.82	3,09	3.82		0.00
CSMO	0.00	1,509.15	1,50	9.15		0.00
Total Miscellaneous						
Reserve Funds	\$ 145,860.35	\$ 426,135.40	\$ 416,28	7.07 \$	52,193.16	\$207,901 84

DIOCESE OF OLYMPIA – OPERATING FUND STATEMENT OF RECEIPTS AND DISBURSEMENTS OTHER RESERVE FUNDS For the Year Ended December 31, 1993

	12/31/92	Receipts	Disbursements	Transfers	12/31/93
Asian American Ministries	\$ 2,835.28	\$ -	\$ 2,430.00	\$ -:	\$ 405.28
Cursillo Working Deposit	(645.55)	2,510.00	1,639.94	-	215.51
Camp Scholarship Fund	1,517.70	5,285.98	5,670.74	-	1,132.94
Chinese Ministry	1,550.96	-	-	-	1,550.96
Clergy Residency Program	0.00	-		-	0.00
Diocesan School of Theology	15,445.85	8,914.57	9,941.89	(1,881.78)	12,536.75
Direct Feeding/Servant Fund	781.26	**	-	-	781.26
Episcopal Churchwomen	(143.78)	1,000.00	1,058.38	***	(202.16)
Insurance Administration Fees	3,813.11	10,380.24	746.53	(1,600.00)	11,846.82
Lutheran Episcopal Conference	208.11	-	-	•	208.11
Maritime Ministry	22,092.89	-	4,416.97	(2,280.91)	15,395.01
Ministry Foward	14,198.00	1,928.18	16,337.84	211.66	(0.00)
Native American Task Force	393.49	212.00	13.28	-	592.21
Petty Cash	11,950.00	-	-	(10,000.00)	1,950.00
Refugee Checking Account	-			15,909.06	15,909.06
Prison Ministry Campaign	53,404.83	9,908.10	-	-	63,312.93
TV Eucharist	0.00	121.00	**	-	121.00
Youth Scholarship Fund	4,342.74	554.83	**	-	4,897.57
Faith Development Program	10,752.63	33,305.64	28,559.64	-	15,498.63
Centennial Project	659.48	214.20	1,027.23	305.00	151.45
Audio-Visual Rentals	1,071.31	606.55	192.05	-	1,485.81
Capital Fire Claim	56,794.54	120.16		-	56,914.70
Restricted Funds Suspense	0.00	38,953.58	24,772.50	-	14,181.08
Christian Initiation Suspense	805.94	9.10	-		815.04
Miscellaneous Clearing	(4,605.77)	507,680.75	447,683.56	(5,778.55)	49,612.87
N.E.H.A. Suspense	2,887.43	1,500.00	4,387.43	-	(0.00)
Episcopal Charities	(108.65)	12,177.42	76,255.17	65,435.77	1,249.37
Salary Reduction Suspense	(43.44)	31,357.80	31,692.52	sis.	(378.16)
Liturgy & Music Suspense	0.00	715.93	-	500.00	1,215.93
Leadership Skills Institute	528.56	14,474.90	17,016.11	(19.07)	(2,031.72)
Restricted Fund Balance	2,159.64	-	-	(2,159.64)	0.00
Unrestricted Fund Balance	732.26	1,670.21		22,927.91	25,330.38
Total Other Reserve Funds	\$ 203,369.82	\$ 683,601.14	\$ 673,841.78	\$ 81,569.45	\$ 294,698.63

DIOCESE OF OLYMPIA OPERATING FUND

NOTES TO FINANCIAL STATEMENTS

December 31, 1993

NOTE 1 - GENERAL

The Diocese of Olympia is a diocese of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America. The Diocese includes all Episcopal churches in western Washington.

The Diocese's main source of support is assessments levied on its congregations. The assessments are a function of the congregation's revenue in the second prior year. The congregation revenues are related to the size and vitality of the congregation and the state of the economy generally in the region.

The Diocese regularly has cash in excess of federally insured limits with its bank. This and the assessments discussed above represent concentrations of credit risk.

NOTE 2 - ACCOUNTING

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principles direct the use of the accrual basis of accounting. No depreciation is recognized and equipment is expensed in the year of purchase. No value is assigned to donated services and donated materials are negligible. Assessment income is effectively on the cash basis as the allowance for doubtful accounts equals assessment receivable.

The Diocese is the conduit for a number of grants from the Presiding Bishop for such purposes as refugee resettlement. These funds are treated as expended by the Diocese when disbursed even though the grant recipient has subsequent accounting and reporting responsibilities.

The Diocese has not accrued any liability for compensated absences as the figures are not readily ascertainable. It is the policy of the Diocese to pay five percent of accumulated sick leave up to \$500.00 to any employee leaving the employment of the Diocese, except those terminated for cause.

None of the miscellaneous reserve funds or other reserve funds represent restricted funds. The Diocese does receive grants with restrictions but they are invariably expended for the restricted purpose within the year.

DIOCESE OF OLYMPIA – OPERATING FUND

NOTES TO FINANCIAL STATEMENTS

December 31, 1993

NOTE 2 - ACCOUNTING (CONT.)

The Altar Guild Fund, Episcopal Church Women, and the Diocesan Student Memorial Fund are considered to be independent entities and are not included in these financial statements.

Fund raising expenditures by the Episcopal Charities Appeal and the stewardship and development office were \$189,816.71 in 1993. Beginning in 1993 these are budgeted under the caption "stewardship."

For purposes of the statement of cash flows, the Diocese considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTE 3 - UNBUDGETED REVENUE & EXPENDITURES

Included in the cash flows from operating activities are unbudgeted revenue and expenditures of the special purpose funds of the operating account group. These special purpose funds are listed in detail on pages ten and eleven.

Special purpose funds receive revenue from outside sources, budgeted amounts or from other fund groups. The funds are all dedicated, but changes in dedicated purposes are rare. More common is a name change to reflect evolution of the use of the fund.

NOTE 4 - RELATED ORGANIZATION

The Diocese of Olympia –Operating Fund contains the operating budget and the special purpose funds (as noted) of the Diocese of Olympia.

The fund groupings known as Trust Funds, Building Loan Fund, Mission Development and Real Estate Fund, and the James F. Hodges Diocesan Investment Fund (DIF) are reported separately. These funds are part of the Diocese of Olympia, Inc., a separate incorporated entity. The Endowment and Other Income reported on the Statement of Support and Revenue and Expenditures in part reflects income from assets held by the Trust Fund.

The other funds are not allocated any of the common expenses incurred and paid from the operating budget. Transfers do not balance as they include transfers made to funds of the Diocese of Olympia, Inc.

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DIOCESE OF OLYMPIA-OPERATING FUND

NOTES TO FINANCIAL STATEMENTS

December 31, 1993

NOTE 5 - TRUST FUNDS

The Diocese of Olympia Operating Fund is the beneficiary of several trust funds held by the related entity discussed in Note 4. Income from this source is captioned DIF income. A portion of this income represents restricted funds which are expended annually as part of the budget.

The Diocese is also the beneficiary of several trusts held for the benefit of the Diocese by financial institutions. In 1993 the largest of these, the Sophia Henry Trust, provided \$41,987.05 in income to the operating fund.

NOTE 6 - PENSIONS

The clergy are covered under a plan administered by the Church Pension Fund. All full and part time clergy employed by the Diocese have 18 percent of compensation, including housing allowance if applicable, paid to the Church Pension Fund.

Lay employees are covered under IRC Section 403(b), Annuity Retirement Plan. Employees are eligible to participate after two consecutive 1,000-hour service years. Employees are 100% vested after five (5) years.

The diocesan contribution is at five (5) percent of prior year's salary plus up to an additional 4 percent match of voluntary employee contributions. Contributions were made as follows:

	1993
Clergy	\$ 56,826.41
Lay employees	59,619.33
	\$ 116,445.74

Neither plan guarantees any specific benefit, so no unfunded liabilities exist. Because it is a church, the Diocese is not subject to ERISA requirements.

The policy of the Diocese is to pay for medigap health insurance coverage for retired clergy and lay employees and their spouses who are over the age of 65, who meet eligibility requirements of 5 years full time employment immediately prior to retirement at ages 62 or over.

NOTE 8 - CONTINGENT LIABILITIES

No liabilities that relate to the mission congregations of the Diocese are reflected. The Diocese could be held to be a responsible party until the mission becomes a parish.

The Diocese is an agent for the Church Insurance Company and collects and remits medical premiums for institutions of the Diocese.

BUILDING LOAN FUND, MISSION DEVELOPMENT AND REAL ESTATE FUNDS BALANCE SHEET — EPISCOPAL CHURCH BASIS DIOCESE OF OLYMPIA, INC. **December 31, 1993**

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M	ission	Developm	ent & R	eal E	state	Fun	ds: E	Baland	e She
	Total 12-31-93	1,174.13 164,020.73 326,005.99 491,200.85	155,000.00 14,763.22 704,542.29	885,226.60	30,221,706.00	\$ 31,598,133.45		. ↔	204,633.34
	nud	• · · ·	.00)	.48)	0 0				.48)
	Interfund	49	(839,145.48) - (1,918,054.00)	(2,757,199.48)		\$ (2,757,199.48)		\$ (1,918,054.00)	(839,145.48)
n	Real Estate Fund		, , ,	0 0	30,221,706.00	\$ 30,221,706.00	ND BALANCES	1,918,054.00	162,818.00
ACCE	Mission Develop.	\$ 26.71 \$	994,145.48	1,008,937.70	0 0	\$ 1,022,894.54	LIABILITIES AND FUND BALANCES		9 0
	Building Loan Fund	\$ 1,147,42 150,090.60 326,005.99 477,244.01	2,622,596.29	2,633,488.38	8 6	\$ 3,110,732.39		· 69	41,815.34
		CASH: Checking Savings Temporarily restrict. cash Total Cash	RECEIVABLE: Advances on sites for missions Note receivable WWU Loans receivable	Interest receivable Total Receivables	REAL ESTATE: Total Real Estate	TOTAL ASSETS		LIABILITIES: Loans Bidg, Loan Fund	Episcopal Church Bidg. Fund/Other Mission Develop. Fund
			1000	Audi	t 9 Ctat	ictics	_		

FUND BALANCES \$ 3,110,732.39 \$ 1,022,894.54

The accompanying notes are an integral part of these financial statements.

TOTAL LIABILITIES &

30,058,888.00

2,757,199.48

69

27,301,688.52

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\$ 1,022,894.54

69

1,022,894.54

3,068,917.05

Mission Development Building Loan Fund Bal Real Estate Fund Bal. Total Fund Balances

1,150,863.05

204,633.34

(2,757,199.48) (839,145.48) (1,918,054.00)

2,920,017.48

815.34

41

Total Liabilities FUND BALANCES:

31,598,133.45

69

(2,757,199.48)

69

30,221,706.00

69

AND CHANGES IN FUND BALANCES — EPISCOPAL CHURCH BASIS STATEMENT OF SUPPORT, REVENUE AND EXPENSES, MISSION DEVELOPMENT AND REAL ESTATE FUNDS DIOCESE OF OLYMPIA, INC. **BUILDING LOAN FUND**

For the Year Ended December 31, 1993

										, ,
Total	108,323.88 31,873.75 19,876.33	160,073.96	2,465.00	3,481.00	156,592.96	28,948,125.50	0.00	2,031,563.52	31,393,500.11	
	↔								↔	
Real Estate Fund	₩.	0.00		0.00	00.00	26,631,577.43	1,550,747.05	2,031,563.52	\$ 30,213,888.00	
Mission Develop.	\$ 6,240.06 19,876.33	26,116.39	625.00	625.00	25,491.39	375,881.72	(372,624.05)		\$ 28,749.06	incial statements.
Building Loan Fund	\$ 108,323.88 25,633.69	133,957.57	1,840.00	2,856.00	131,101.57	1,940,666.35	(1,178,123.00)	9	\$ 1,150,863,05	ral part of these fina
	SUPPORT AND REVENUE: Interest on loans Interest income Bequests	Total Support and Revenue	EXPENSES: Audit fees Miscellaneous	Total Expenses	Excess of Support and Revenue Over Expenses	Fund Balance, January 1, 1993	Transfers Purchases/construction of real estate Bolling trust (Note 7)	Add: Increase in value	Fund Balances, December 31, 1993	The accompanying notes are an integral part of these financial statements.

494,603.84) (19,679.99) 3,692.81 118,539.60)

257,218.13 134,833.29

45,510.02 114,367.73 (3,481.00)

156,396.75

Total

198

DIOCESE OF OLYMPIA, INC.	BUILDING LOAN FUND	MISSION DEVELOPMENT FUND AND REAL ESTATE FUNDS	STATEMENT OF CASH FLOWS—EPISCOPAL CHURCH BASIS	For the Year Ended December 31, 1993	
DIOCESE	BULLDIN	MISSION DEVELOPMENT F	STATEMENT OF CASH FLO	For the Year End	

MISSION DEVELOPMENT FUND AND REAL ESTATE FUNDS STATEMENT OF CASH FLOWS—EPISCOPAL CHURCH BASIS For the Year Ended December 31, 1993	ENT FUND A	EVELOPMENT FUND AND REAL ESTA T OF CASH FLOWS—EPISCOPAL CHU For the Year Ended December 31, 1993	TE FUNDS RCH BASIS	
	Building Loan Fund	Mission Develop, Fund	Real Estate Fund	
CASH FLOWS FROM OPERATING ACTIVITIES: Cash from grants and other sources Interest income Cash paid to service suppliers	25,633.69 107,280.67 (2,856.00)	\$ 19,876.33 \$ 7,087.06 (625.00)	· · · · · · · · · · · · · · · · · · ·	₩
Net Cash Provided By Operating Activities	130,058.36	26,338.39	•	
CASH FLOWS FROM INVESTING ACTIVITIES: Transfered from Bolling DIF Loan payments collected from diocesan institutions Loans made to diocesan institutions Construction bond deposits Collection of real estate contract receivable	257,218.13 131,430.08 (1,118,576.58) (19,679.99)	3,403.21 (376,027.26) 3,692.81		1,4
Net Cash Provided (Used) By Investing Activities	(749,608.36)	(368,931.24)	1	£,
CASH FLOW FROM FINANCING ACTIVITIES: Paid for St. Columba's	(87,264.07)	1	1	
Net Increase (Decrease) in Cash and Cash Equivalents (706,814.07)	(706,814.07)	(342,592.85)	4	(1,0
Cash and Cash Equivalents at Beginning of Year	858,052.09	356,549.69	•	•
Cash and Cash Equivalents at End of Year \$	151,238.02	\$ 13,956.84	·	€9

69 RECONCILIATION OF EXCESS OF SUPPORT AND REVENUE OVER EXPENSES TO NET CASH PROVIDED BY OPERATING ACTIVITIES 69 25,491.39 847.00 69 131,101.57 24,746.19 25,789.40 69 Excess of support and revenue over expenses Increase) decrease in interest receivable Adjustments to reconcile provided by: nterest converted to loan

6

26,338.39

69

30,058.36

69

Net Cash from Operating Activities

The accompanying notes are an integral part of these financial statements.

25,593.19 (25,789.40) 156,396.75 156,592.96

214,601.78 165,194.86

049,406.92)

Statistics

Audit &

(87,264.07)

DIOCESE OF OLYMPIA, INC. BUILDING LOAN FUND

LOANS RECEIVABLE

December 31, 1993 & 1992

					Increase
		1993		1992	(Decrease)
PARISHES AND MISSIONS:					,
Cathlamet - St. James	\$	7,012.23	\$	9,250.53	(2,238.30)
Cathlamet - St. James		22,985.42		-	22,985.42
Federal Way - Good Shepherd #2		83,782.43		101,822.38	(18,039.95)
Freeland - St. Augustine		7,057.84		-	7,057.84
Kent, St. Columba's	1	,069,319.63		-	1,069,319.63
Kirkland-St. John		-		28,289.63	(28,289.63)
Kirkland - St. John		7,440.40		31,994.25	(24,553.85)
Lacey-St. Benedict		351,149.26	3	378,050.87	(26,901.61)
Meadowdale - St. Hilda/St Pat. #1		-		3,188.15	(3,188.15)
Monroe, Our Savior		58,576.57		62,000.00	(3,423.43)
Redmond - Holy Cross #1		200,106.95	2	220,958.36	(20,851.41)
Seattle - St. Paul #2		2,861.37		5,181.29	(2,319.92)
Sedro Woolley - St. James		-		2,102.71	(2,102,71)
Sequim - St. Luke		361,479.17	3	383,896.72	(22,417.55)
Sequim - St. Luke ECBF*				24,503.16	(24,503.16)
Tacoma - Holy Family of Jesus		20,849.01		20,849.01	•
Thomas - St. James School #2-ECBF*		27,134.96		33,583.97	(6,449.01)
Thomas - St. James School #3-ECBF*		14,680.38		17,810.43	(3,130.05)
Vancouver - All Saints		385,235.06	3	344,606.69	40,628.37
Westport - St. Christopher		2,925.61	-	3,944.09	(1,018.48)
Total loans receivable—					
Parishes and Missions	\$ 2,	622,596.29	\$1,	,643,742.61	\$ 978,853.68

^{*}Episcopal Church Building Fund

Building Loan, Mission Development and Real Estate Funds: Notes

200

DIOCESE OF OLYMPIA, INC. BUILDING LOAN FUND MISSION DEVELOPMENT AND REAL ESTATE FUNDS

NOTES TO FINANCIAL STATEMENT

December 31, 1993

NOTE 1 - GENERAL:

The Diocese of Olympia, Inc. is comprised of all Episcopal parishes, missions and other institutions in western Washington. It is a diocese of the Protestant Episcopal Church in the United States.

Building Loan Fund (BLF) was established in 1949 to make loans to churches to assist in financing new building projects and to make loans for small building repair and improvement projects.

Repayment terms vary and remaining maturities range from 1 to 18 years. During 1992 loan rates on outstanding loans were 9% with the exception of The Episcopal Church Building Fund Loans.

Effective January 1, 1993 the Board of Directors adopted a policy of annual changes in the interest rate charged to diocesan institutions. The rate will be set at the One-Year Treasury Constant Maturities Index rounded up to the eighth of a point plus three percent. For 1993 the rate was set at 6 7/8%. In addition, a 2% cap on interest increases per year was adopted.

Because of the anticipated need for funds in the future (see Note 8), the BLF adopted, on January 21, 1993, an interest rate incentive program to encourage faster principal repayment. In exchange for each year of loan term reduction the BLF will reduce the interest rate on the loan by 4/10 of 1%. In addition, there are other limitations imposed on this voluntary program.

The Mission Development Fund (MDF) was set up to purchase properties in areas where growth would necessitate the establishement of a new mission. Loans made by the MDF are generally exempt from interest even after congregations have been organized.

The Real Estate Fund accounts for the value of land and buildings held by the Diocese. See Note 4 for an explanation of how these assets are accounted for. The value of missions property is shown as a diocesan asset until the mission becomes a parish.

In 1992 the Fund adopted a policy of investing excess cash in Goldman-Sachs Prime Obligation Fund. This investment is a concentration of credit risk in U.S. Government securities. Invested balance at December 31, 1993 was \$164,020.73

DIOCESE OF OLYMPIA, INC. BUILDING LOAN FUND MISSION DEVELOPMENT AND REAL ESTATE FUNDS

NOTES TO FINANCIAL STATEMENT

December 31, 1993

NOTE 2 - COMPONENT ORGANIZATION:

The Diocese of Olympia, Inc. - Building Loan Fund, Mission Development and Real Estate Funds contains the mission sites, building loans and real estate of the Diocese of Olympia, Inc.

The other fund groupings known as Trust Fund and the James F. Hodges Diocesan Investment Fund (DIF) are reported separately.

NOTE 3 - RELATED ENTITY:

The Diocese of Olympia (an unincorporated entity) contains the operating fund and special purpose funds of the Diocese. Employees of this related entity maintain the books and records of the Building Loan Fund, Mission Development and Real Estate Funds at no charge to this fund.

NOTE 4 - ACCOUNTING PRINCIPLES:

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principles follow generally accepted accounting principles except as explained below.

Real Estate is to be carried at cost when available and in the absence of historical cost, at the most current fair market value. Fair market value has been approximated using construction replacement cost estimates plus the assessed value of land less the amount of any outside commercial loans (see Note 12). The estimates are increased using a construction inflation cost index. New construction cost etimates are prepared on ten year cycles. These values are used as the closest approximation of fair market value and are used below except when noted otherwise. The values of Huston Center and St. Andrew's Conference Center do not include any land value. St. Bernard's Chapel occupies leased land.

	12-31-93
Diocesan House	\$7,437,835.
Huston Center	2,067,317.
St. Andrew's House	589,933.
Mission Property - Building	16,357,400.
Mission Property - Land	3,459,725.
Chapel	309,496.
Total	\$30,221.706.

DIOCESE OF OLYMPIA, INC. BUILDING LOAN FUND MISSION DEVELOPMENT AND REAL ESTATE FUNDS

NOTES TO FINANCIAL STATEMENT

December 31, 1993

NOTE 4 - ACCOUNTING PRINCIPLES (cont.):

The accounting principles of the Episcopal Church require expensing of furniture, fixtures, and equipment and state that no depreciation is to be recognized on real estate.

Loans receivable and notes receivable are carried at the amount due as of December 31, 1993 and 1992. Interest receivable has been accrued to December 31, 1993. Interest is not charged on construction loans.

The Diocese uses the specific writeoff method of bad debts.

The Diocese does not attempt to value donated services.

When a mission becomes a parish the value of its real estate and any related loans are removed from the Diocese Real Estate Fund.

For purposes of the statement of cash flows, the company considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents. Temporarily restricted cash is not considered a cash equivalent.

NOTE 5 - CONSOLIDATION:

Real estate owned by the Diocese is reflected at replacement cost as explained in Note 4. The loans from the Mission Development Fund and Building Loan Fund have been eliminated and fund balances reduced. Loans eliminated can be summarized as follows:

Building Loan Fund \$1,918,054.00 Mission Development Fund 839,145.48

\$2,757,199.48

NOTE 6 - TEMPORARILY RESTRICTED FUNDS:

King County Building and Land Use Department (BALD) has permitted the posting of cash bonds in lieu of an insurance bond in conjunction with the construction of St. Columba's Church, Kent. The bonds will be released after all aspects of each has been complied with.

DIOCESE OF OLYMPIA, INC. BUILDING LOAN FUND MISSION DEVELOPMENT AND REAL ESTATE FUNDS NOTES TO FINANCIAL STATEMENT

December 31, 1993

NOTE 6 - TEMPORARILY RESTRICTED FUNDS (CONT.):

The church was completed in early 1994 so the bonds, except for the landscape bond which is not released until a year after the project is complete, will be released 1994.

Highline Water District Escrow	\$ 7,554.81
Parking Lot Bond	167,124.28
Landscape Bond	140,928.42
Water District Escrow	5,060.36
DOT Escrow	5,338.12
	\$326,005.99

NOTE 7 - BOLLING TRUST:

The loans and interest of St. James Church, Kent were exchanged in January, 1989 for assignment of the Bolling Trust. The Bolling Trust was transferred to the Building Loan Fund in 1993 by Diocesan Council resolution.

NOTE 8 - CONSTRUCTION OF BUILDINGS:

For missions of the Diocese, diocesan policy is that all construction payments are made by the Building Loan Fund (BLF) and then reimbursed by the congregation. For example, for the current construction program at St. Columba's - Kent, all payments are made by the Building Loan Fund. These expenditures are not reflected in the financial statements except to the extent that amounts advanced have not been reimbursed, or cash held not expended.

NOTE 9 - COMMITMENTS TO LOAN FUNDS:

At December 31, 1993 the Diocese of Olympia, Inc. Building Loan Fund was committed to making loans to the following congregations:

	Total Commitment	Loan Balance 12/31/93	Commitment Not Yet Drawn On
Kent, St. Columba's (includes \$200,000 from	\$ 1,291,319.63 MDF Fund)	\$ 1,269,319.63	\$22,000.00 Est Y/E
Allyn, St. Hugh's	354,000.00	-	354,000.00
Cathlamet, St. James'	40,000.00	22,985.42	17,014.58
	\$ 1,685,319.63	\$ 1,292,305.05	\$ 393,014.58

Building Loan, Mission Development and Real Estate Funds: Notes

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DIOCESE OF OLYMPIA, INC. BUILDING LOAN FUND MISSION DEVELOPMENT AND REAL ESTATE FUNDS

NOTES TO FINANCIAL STATEMENT

December 31, 1993

NOTE 10 - LINES OF CREDIT:

The Diocese secured a \$500,000 line of credit from Seattle First National Bank for a period April 21, 1993 thru April 1, 1994 at the banks prime interest rate. At December 31, 1993 this credit line had not been drawn on.

The Diocese secured at \$500,000. line of credit with U.S. Bank, which was initially established in August 29, 1991. There is no outstanding balance on the line, which has a final maturity of May 1, 1998.

NOTE 11 - ST. COLUMBA OPTION:

The Diocese of Olympia, Inc. has entered into an option/joint use agreement with the Corporation of the Catholic Archdiocese of Seattle. The Diocese of Olympia signed the option agreement and note on June 27,1990. The \$240,000 note carries simple interest on \$144,000 at 8% per year. The note and interest are payable six years from the option date. If the joint use option is exercised, the note and interest are to be renegotiated. The option including extensions runs for ten years.

NOTE 12 - CONTINGENT LIABILITIES:

The Episcopal Churdh Foundation Loans are recorded on the books of the Building Loan Fund because the Diocese has guaranteed the loans. The loans are the responsibility of the congregations to which they have been made. The corresponding loan receivable from the congregation is shown as an asset.

In 1992 a private party purchased the Good Shepherd, Vancouver loan for \$214,715.00. The Diocese is party tohisnote, which is due December 31, 1999.

No liabilities that relate to the mission congregations of the Diocese are reflected. The Diocese could be held to be a responsible party until the mission becomes a parish.

DIOCESE OF OLYMPIA, INC. TRUST ACCOUNTS BALANCE SHEETS—EPISCOPAL CHURCH BASIS

December 31, 1993 and 1992

ASSETS

	1993	1992
Cash: Demand deposits \$ Savings accounts Total Cash Loan receivable	78,135.96 113,256.16 191,392.12 411,456.52	\$ 4,108.48 100,502.00 104,610.48 411,532.45
Securities and investments	9,924,263.82	9,646,164.99
TOTAL ASSETS \$	10,527,112.46	10,162,307.92
LIABILITIES AND FUNI	D BALANCES	
LIABILITIES: Securities and investments in trust for congregations and other institutions: Florence Henry Memorial Chapel Fund Seattle, St. Mark's – Hodges Endowment Bainbridge Is., St. Barnabas' – Hodges Endow. St. Paul's, Palm Desert, CA – Hodges Endow. Seaview, St. Peter's – Johnson Bequest Kent, St. James' – Arney Memorial Kent, St. James' – Endowment Annie Wright School Total Securities for Congregations & Instit. Cash Trusts for Congregations	21,654.63 591,588.27 112,858.77 77,720.88 545,582.39 26,216.50 20,757.30 169,805.37 1,566,184.11	21,511.67 587,682.75 112,113.70 77,207.78 552,087.88 26,043.42 20,620.27 168,684.35 1,565,951.82
Clayton Beish Memorial for Clark County Florence Henry Memorial Chapel Fund Seaview, St. Peter's – Glenn Bequest Peter Schwindt Trust for St. Paul's, Bremerton Total Cash Trusts for Congregations TOTAL LIABILITIES	5,441.30 925.05 553.39 78,135.96 85,055.70 1,651,239.81	5,259.72 1,675.17 534.92 7,469.81 1,573,421.63
FUND BALANCES: Cash Trusts Clergy Emergency Trust Fund Development Advance Fund Episcopal Charities Appeal Episcopal Residence Loan	7,568.74 29,574.43 7,979.75 411,456.52	7,316.15 20,889.33 411,532.45

DIOCESE OF OLYMPIA, INC. TRUST ACCOUNTS BALANCE SHEETS—EPISCOPAL CHURCH BASIS

December 31, 1993 and 1992

LIABILITIES AND FUND BALANCES (cont.)

	1993		1992
FUND BALANCES (CONT.):			
Cash Trusts (cont.)			
Ruth & Jacques Hayes Memorial Trust	723.50		(375.94)
Hodges Income Account	19,092.08		7,366.46
Huston Center, Horn Trust Income	8,100.31		33,879.95
Huston Discretionary Account, Horn Trust	11,371.59		6,272.96
Library Insurance Settlement	- 1,071.00		120.16
St. Andrew's House Endowment Cash Trust	320.92		320.92
Charles G. McDonald Scholarship Fund	(115.88)		354.66
Salary/Sick Leave Contractual Obligation	6,554.98		6,336.24
Snoqualmie, St. Bernard's Chapel	2,810.19		2,716.40
Theological Education Fund	12,355.81		11,943.38
Total Cash Trusts for Diocese	517,792.94		508,673.12
	011,102101		000,070.72
Securities and investments in trust for Diocese:			
Bolling Trust BLF	\$ _	\$	256,043.00
Capital Campaign	7,969.15	Ť	
Centennial Project	7,378.11		7,175.72
Chinese Ministry Reserve	64,997.26		61,907.46
Norton Clapp Glft	107,084.24		106,377.30
David Devik Memorial	5,378.56		5,343.05
Bishop Curtis Camp Scholarship	37,099.62		36,854.70
Episcopate Endowment Fund #1	2,429,795.06		2,413,754.18
Episcopate Endowment Fund #2	1,382,606.64		1,373,479.03
Episcopal House Fund	64,605.30		37,816.05
Episcopal Search Reserve	47,689.06		32,446.93
Canon Jessett Memorial	7,140.69		6,871.76
Grace L. Philips Memorial Fund	358,764.25		356,395.78
Munroe/Noel Endowment: St. Andrew's House	134,571.41		151,295.55
Thanksgiving & Memorial Fund	4,069.52		3,992.98
Clergy Emergency Fund	280,462.54		278,611.00
College Work Endowment	171,938.60		170,803.50
Development Office Endowment	1,312.92		106,635.46
Christenson Bequest	147,756.21		146,780.76
Sophie Henry Trust	541,370.87		

1993 Audit & Statistics

DIOCESE OF OLYMPIA, INC. TRUST ACCOUNTS BALANCE SHEETS—EPISCOPAL CHURCH BASIS

December 31, 1993 and 1992

LIABILITIES AND FUND BALANCES (cont.)

	1993	1992
FUND BALANCES (CONT.)		
Securities and investments in trust for Diocese (cont.):		
Horn Memorial for Camp Huston	1,040,633.60	1,023,461.13
Pruden Fund	14,077.72	13,984.78
Diocesan Working Cap. Trust Fund	165,960.77	164,865.14
Charles G. McDonald Scholarship Fund	8,448.12	8,392.34
Mission Ministry Endowment	110,252.06	108,042.32
James McConnell Scholarship Fund	9,221.76	8,783.38
St. Bernard's Chapel Fund: Moffett Gift	18,042.80	18,917.09
Theological Education Fund	463,629.27	460,150.88
Hodges Endowment for Diocese	725,823.60	_ 721,031.90
Total Securities and Investments for Diocese	8,358,079.71	8,080,213.17
TOTAL FUND BALANCES	8,875,872.65	8,588,886.29
TOTAL LIABILITIES & TRUST FUND BALANCES \$	10,527,112.46	\$ 10,162,307.92

Trust Accounts: Revenue and Expenses

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DIOCESE OF OLYMPIA, INC. TRUST ACCOUNTS

STATEMENT OF SUPPORT AND REVENUE, EXPENSES AND DISBURSEMENTS, AND FUND BALANCES—EPISCOPAL CHURCH BASIS

For the Years Ended December 31, 1993 and 1992

	1993	1992		Increase (Decrease)
PPORT AND REVENUE:				
Dividends Earned from D.I.F.	\$ 423,411.29	\$406,140.41	9	17,270.88
Interest Income	30,224.54	29,449.64		774.90
Donations, Bequests, and Other Support	799,024.42	167,082.96		631,941.46
Net Unrealized Gain on Investments	52,623.38	569,350.71		(516,727.33)
Total Support and Revenue	1,305,283.63	1,172,023.72		133,259.91
PENSES AND DISBURSEMENTS:				
Audit Fee	1,925.00	1,850.00		75.00
Grants to Charities	-	48,000.00		(48,000.00)
Capital Improvements, Repairs				
and Other Designated Disbursements	16,629.11	65,074.90		(48,445.79)
otal Expenses and Disbursements	18,554.11	114,924.90		(96,370.79)
ess (Deficiency) of Support and Revenue				
Over Expenses and Disbursements	1,286,729.52	1,057,098.82		229,630.70
d Balances at December 31,1992 & 1991	10,162,307.92	9,764,380.47		397,927.45
Funds Available	11,449,037.44	10,821,479.29		627,558.15
urn of Funds to Hodges Endowment	-	-		0.00
nsfers (to) from other Funds	(530,068.20)	(301,999.01)		(228,069.19)
nsfer of DIF Dividends to other Funds	(391,856.78)	(357,172.36)		(34,684.42)
Fund Balances at December 31,	\$10,527,112.46	\$10,162,307.92	\$	364,804.54

DIOCESE OF OLYMPIA, INC. TRUST FUND STATEMENT OF CASH FLOWS—EPISCOPAL CHURCH BASIS For the Years Ended December 31, 1993 and 1992

	1993	1992
CASH FLOWS FROM OPERATING ACTIVITIES: DIF Investment income Interest received Donations, bequests and other support Cash paid to auditor and suppliers Grants to charities Capital Improvements, Repairs & Other Net cash provided by operating activities	\$ 423,411.29 30,224.54 799,024.42 (1,925.00) (16,629.11) 1,234,106.14	\$ 406,140.41 31,370.64 167,082.96 (1,850.00) (48,000.00) (65,074.90) 489,669.11
CASH FLOWS FROM INVESTING ACTIVITIES: DIF dividends reinvested Other DIF purchases Principal paid on loan receivable Investments sold DIF Net cash used in investing activities	(12,875.59) (612,711.17) 75.93 400,111.31 (225,399.52)	(18,725.11) (124,123.24) 93.41 190,327.57 47,572.63
CASH FLOW FROM FINANCING ACTIVITIES: Transfers (to) from other Fund Groups Dividends paid Net Cash provided by financing activities	(530,068.20) (391,856.78) (921,924.98)	(301,999.01) (357,172.36) (659,171.37)
Net increase (decrease) in cash and cash equivalents	86,781.64	(121,929.63)
Cash and cash equivalents at beginning of year	104,610.48	226,540.11
Cash and cash equivalents at end of year	\$191,392.12	\$104,610.48
Reconciliation of excess of support and revenue over exto net cash provided by operating activities:	xpenses	
Excess of Support and Revenue Over Expenses Adjustments to reconcile provided by:	\$ 1,286,729.52	\$ 1,057,098.82
Change in interest receivable Change in fair market value of DIF	(52,623.38)	1,921.00 (569,350.71)
Net cash from operating activities	\$ 1,234,106.14	\$ 489,669.11

Trust Accounts: Notes

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DIOCESE OF OLYMPIA, INC. TRUST ACCOUNTS NOTES TO FINANCIAL STATEMENTS

December 31, 1993 and 1992

NOTE 1- GENERAL:

The Diocese of Olympia, Inc. is comprised of all Episcopal parishes, missions and other institutions in Western Washington. It is a diocese of the Protestant Episcopal Church in the United States.

The Trust Accounts hold the endowment funds for the Diocese of Olympia and other institutions of the Diocese for which the Diocese has been named trustee. The funds are predominantly invested in the James F. Hodges Diocesan Investment Fund.

Income earned by trust assets for the Diocese is usually transferred to the Operating Fund where it is subject to the budgetary process.

NOTE 2 - ACCOUNTING:

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principles follow generally accepted accounting principles except as explained below.

The accounting principles of the Episcopal Church require expensing of furniture, fixtures, and equipment and state that no depreciation is to be recognized on real estate.

Transfers do not add to zero because of transfers to other fund groups (Note 3) and the related entity (Note 4).

The Diocese does not attempt to value donated services. In an effort to enhance understandability fund balances have been recategorized from prior years.

For purposes of the statement of cash flows, the company considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTE 3 - COMPONENT ORGANIZATION:

The Diocese of Olympia, Inc. — Trust Accounts contains designated and restricted funds (as noted) of the Diocese of Olympia, Inc., and funds that have been given to the Diocese as a trustee for congregations.

The fund groupings known as Building Loan, Mission Development and Real Estate Fund; and the James F. Hodges Diocesan Investment Fund are reported separately. The Hodges (cont.)

Trust Accounts: Notes

DIOCESE OF OLYMPIA, INC. TRUST ACCOUNTS NOTES TO FINANCIAL STATEMENTS December 31, 1993 and 1992

NOTE 3 - COMPONENT ORGANIZATION (CONT):

Investment Fund uses the trust checking account to pay its quarterly dividends and handle redemptions & investments, but only the amounts attributable to trusts held by the Diocese are reflected in the financial statements.

The Trust Accounts are not allocated any of the common expenses incurred and paid from the Diocese of Olympia - Operating Fund (an unincorporated related entity).

NOTE 4 - RELATED ENTITY:

The Diocese of Olympia (an unincorporated entity) contains the operating fund and special purpose funds of the Diocese. Employees of this related entity maintain the books and records of the Building Loan Fund, Mission Development and Real Estate Funds at no charge to this fund.

NOTE 5 - SECURITIES VALUATION:

There are two acceptable methods of valuing marketable securities in the financial statements as authorized by the General Convention of the Episcopal Church. The Diocese of Olympia, Inc.- Trust Accounts has elected to use the market value except where otherwise noted.

NOTE 6 - RELATED PARTY TRANSACTIONS:

The Diocese of Olympia, Inc. has loaned the current bishop funds to purchase a principal residence. The balance of this loan at December 31, 1993 was \$411,456.52. Interest and principal repaid on the loan, is paid directly to the Episcopal House Fund in the Diocesan Investment Fund.

NOTE 7 - SECURITIES AND INVESTMENTS:

Securities and investments consist of the following:

December 31.

1993

1992

Diocesan Investment Fund

\$9,924,263.82

\$9,646,164.99

The Diocesan Investment Fund is a mutual type fund, open exclusively to the Diocese and its institutions. The fund has balanced growth and income as its investment objective.

STATEMENTS OF ASSETS AND LIABILITIES

December 31, 1993 and 1992

	1993	1992	Increase (Decrease)
ASSETS			
Cash:	•	•	
Principal	\$	\$ -	\$ -
Cash for purchase in transit	173,766.70	359,190.06	(185,423.36)
Total Cash	173,766.70	359,190.06	(185,123.36)
Income receivable	156,563.43	158,293.07	(1,729.64)
Investments (at market value):			
Stocks	11,518,414.51	11,360,845.50	157,569.01
Bonds, notes and other	5,916,920.00	6,164,038.50	(247,118.50)
Cash equivalents	1,004,244.76	0.00	1,004,244.76
Total Investments	18,439,579.27	17,524,884.00	914,695.27
Total Assets	18,769,909.40	18,042,367.13	727,542.27
LIABILITIES			
Principal account overdraft	0.00	21,476.44	(21,476.44)
Share redemptions payable	63,612.19	142,924.73	(79,312.54)
Total Liabilities	63,612.19	164,401.17	(100,788.98)
NET ASSETS	\$ 18,706,297.21	\$ 17,877,965.96	\$ 828,331.25

STATEMENTS OF OPERATIONS

Years Ended December 31, 1993 and 1992

Investment Income:	.95
	.95
From dividends and interest \$ _789,349.58 \$ 776,997.63 \$ 12,351	
Expenses:	
Printing 500.59 381.11 119	10
Agency fee 25,546.20 19,593.95 5,952	
	.52
	.00
Addit 1,770,00 1,055.00 75	.00_
Total Expenses 28,350.58 22,172.33 6,178	.25
Excess investment income over	
expenses 760,999.00 754,825.30 6,173	.70
Realized Gain and Unrealized Appreciation on Investments:	
Net investment gains realized 386,354.23 135,335.59 251,018. Net unrealized appreciation	.64
(depreciation) on investments (283,440.65) 919,264.70 (1,202,705.3	35)
Net Gain (Loss) on Investments 102,913.58 1,054,600.29 (951,686.7)	71)
Net Increase in Net Assets	
Resulting From Operations \$ <u>863,912.58</u> \$ <u>1,809,425.59</u> \$ <u>(945,513.0</u>)1)

STATEMENTS OF CHANGES IN NET ASSETS

Years Ended December 31, 1993 and 1992

	1993	1992	2
Operations:			
Net investment income	\$ 760,999.00	\$ 754,825.30)
Net gain on investments	386,354.23	135,335.59)
Net unrealized appreciation			
(depreciation) on investments	(283,440.65)	919,264.70)
Net increase in net assets			
resulting from operations	863,912.58	1,809,425.59)
Dividends and Distributions Paid to Shareholders:			
Dividends from net	(======================================		
investment income	(760,999.00)	(754,825.30))
Capital Share Transactions:			
Shareholder purchases	1,636,228.83	1,052,131.14	ŀ
Shareholder redemptions	(910,811.16)	(1,185,539.31))
Net increase (decrease) in net assets			
resulting from capital share transactions	725,417,67	(133,408.17))
Total increase in net assets	828,331.25	921,192.12)
Net Assets:			
Net Assets - January 1	17,877,965.96	16,956,773.84	1
Net Assets - December 31	\$ 18,706,297.21	\$ 17,877,965.96	;

SCHEDULE OF INVESTMENTS

December 31, 1993

		Schedule 1
	Number of Shares	Market Value
STOCKS:	,	
Albertson, Inc.	24,000	\$ 642,000.00
Amoco Corp.	8,400	444,150.00
Atlantic Richfield	3 000	315,750.00
BankAmerica Corporation	8,448	391,776.00
Boeing	12,000	519,000.00
Burlington Resources,Inc.	11,729	497,016.38
Conagra, Inc.	15,750	415,406.25
Cyprus Minerals Company	11,275	291,740.63
Eastman Kodak	4,000	225,000.00
Enron Corp.	13,800	400,200.00
Gatx Corporation	5,284	215,323.00
Merck & Company	9,500	326,562.50
Microsoft	8,850	713,531.25
Nordstrom, Inc.	14,000	462,000.00
Paccar, Inc.	9,524	583,345.00
Pacific Corp.	15,000	288,750.00
Phillip Morris, Inc.	9,000	500,625.00
Quality Food Centers, Inc.	9,000	222,750.00
Safeco Corporation	12,580	691,900.00
San Diego Gas & Electric	6,000	149,250.00
SCE Corp	7,000	140,000.00
Southwestern Bell Corporation	7,500	311,250.00
Union Pacific	9,400	588,675.00
U.S. West	8,000	367,000.00
Washington Federal Savings & Loan	20,962	547,632.25
Washington Mutual Savings Bank	23,250	560,906.25
Weyerhaeuser Co.	15,000	669,375.00
Mesa Offshore Trust	100,000	37,500.00
Total Stocks		\$ 11,518,414.51

SCHEDULE OF INVESTMENTS

December 31, 1993

Schedule 2

				Scriedule 2
BONDS, NOTES AND OTHER	Rate of Interest	Maturity	Face Value	Market Value
Pacific Horizon Government Fund	Variable	n/a	1,004,244.76	\$ 1,004,244.76
Safeco Corporation	10.750	09-15-95	200,000	220,592.00
U.S. Treasury Notes	9.000	02-15-94	300,000	302,064.00
U.S. Treasury Notes	7.625	12-31-94	100,000	103,813.00
U.S. Treasury Notes	7.750	02-15-95	500,000	521,405.00
U.S. Treasury Notes	10.375	05-15-95	500,000	542,500.00
U.S. Treasury Notes	8.500	11-15-95	100,000	107,688.00
U.S. Treasury Notes	7.875	06-30-96	500,000	543,440.00
U.S. Treasury Notes	8.000	01-15-97	500,000	547,345.00
U.S. Treasury Notes	8.125	02-15-98	400,000	446,000.00
U.S. Treasury Notes	7.875	04-15-98	500,000	553,595.00
U.S. Treasury Notes	9.250	08-15-98	600,000	700,500.00
U.S. Treasury Notes	8.5000	11-15-2000	175,000	204,477.00
U.S. Treasury Notes	8.00	05-15-01	200,000	228,688.00
U.S. Treasury Notes	7.500	05-15-02	200,000	223,688.00
U.S. Treasury Notes	6.250	02-15-03	650,000	671,125.00
Total Bonds, Notes and Other				\$6,921,164.76

SCHEDULE OF INVESTMENTS

December 31, 1992

		Schedule1
	Number	Market
	of Shares	Value
STOCKS:		
Albertson, Inc.	12,000	\$ 606,000.00
Amoco Corp.	- 8,400	409,500.00
Atlantic Richfield	3,000	344,250.00
BankAmerica Corporation	8.448	392,832.00
Boeing	12,000	481,500.00
Burlington Resources, Inc.	11,729	469,160.00
Conagra, Inc.	15,750	521,718.75
Cyprus Minerals Company	11,275	355,162.50
Enron Corp.	4,000	185,500.00
Gannett Company	4,000	203,000.00
International Business Machines	3,128	157,573.00
Microsoft	8,850	755,568.75
Nordstrom, Inc.	14,000	542,500.00
Paccar, Inc.	9,524	545,249.00
Pacific Corp.	15,000	296,250.00
Phillip Morris, Inc.	9,000	694,125.00
Quality Food Centers, Inc.	9,000	330,750.00
Safeco Corporation	12,580	720,205.00
San Diego Gas & Electric	6,000	144,000.00
SCE Corp	3,500	154,000.00
Union Pacific	9,400	549,900.00
U.S. West	8,000	307,000.00
Univar Corp.	20,000	232,500.00
Washington Federal Savings & Loan	19,057	514,539.00
Washington Mutual Savings Bank	25,500	857,437.50
Weyerhaeuser Co.	15,000	553,125.00
Mesa Offshore Trust	100,000	37,500.00
TOTAL STOCKS		\$ 11,360,845.50

SCHEDULE OF INVESTMENTS

December 31, 1992

Schodulo 2

				Schedule 2
BONDS, NOTES AND OTHER	Rate of Interest	Maturity	Face Value	Market Value
Rainier Bankcorp	9.000	03-01-96	300,000	301,782.00
Safeco Corporation	10.750	09-15-95	200,000	223,698.00
U.S. Treasury Notes	8.750	01-15-93	450,000	450,841.50
U.S. Treasury Notes	7.125	10-15-93	100,000	102,656.00
U.S. Treasury Notes	9.000	02-15-94	300,000	316,407.00
U.S. Treasury Notes	7.625	12-31-94	100,000	105,781.00
U.S. Treasury Notes	7.750	02-15-95	500,000	530,780.00
U.S. Treasury Notes	10.375	05-15-95	500,000	561,330.00
U.S. Treasury Notes	8.500	11-15-95	100,000	108,937.00
U.S. Treasury Notes	7.875	06-30-96	500,000	537,110.00
U.S. Treasury Notes	8.000	01-15-97	500,000	539,375.00
U.S. Treasury Notes	8.125	02-15-98	400,000	434,500.00
U.S. Treasury Notes	7.875	04-15-98	500,000	537,655.00
U.S. Treasury Notes	9.250	08-15-98	600,000	683,718.00
U.S. Treasury Notes	8.000	05-15-01	200,000	216,594.00
U.S. Treasury Notes	7.500	05-15-02	200,000	210,624.00
Washington Mutual Savings	10.500	03-15-99	300,000	302,250.00
Total Bonds, Notes and Other				\$6,164,038.50

NOTES TO FINANCIAL STATEMENTS

December 31, 1993

NOTE 1 - GENERAL:

The James F. Hodges Diocesan Investment Fund was organized in 1951 as a "mutual fund" for the endowments of the Diocese, parishes, and related institutions. The fund's current name was adopted during 1987.

The Fund balances the need for current income and growth in asset value to offset inflation by investing in a mixture of stocks and bonds. The securities are currently held in trust with Seattle First National Bank. Investment decisions are made by the Diocesan Investment Committee.

NOTE 2 - COMPONENT ORGANIZATION

The Diocese of Olympia, Inc. - James F. Hodges Diocesan Investment Fund, contains the endowment funds of the Diocese of Olympia, Inc. and its missions, parishes and institutions.

The fund groupings known as Trust Funds and the Building Loan, Mission Development and Real Estate Fund are reported separately.

The James F. Hodges Diocesan Investment Fund is not charged any of the common expenses incurred and paid from the Diocese of Olympia - Operating Fund (an unincorporated entity).

NOTE 3 - ACCOUNTING:

The financial statements are prepared on a basis that is in accordance with accounting principles and reporting practices for Episcopal dioceses. These principles call for accrual basis full disclosure financial statements. Securities are valued at market value based on closing sales prices reported on recognized securities exchanges on the last business day of the year.

The fund distributes net investment income to shareholders quarterly, but net capital gains are reinvested. Shareholders may reinvest dividends, purchase or redeem shares on a quarterly basis only.

No provision is made for income taxes as the Diocese and all related institutions are exempt from taxation.

Diocesan Investment Fund: Notes

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DIOCESE OF OLYMPIA, INC. THE JAMES F. HODGES DIOCESAN INVESTMENT FUND

NOTES TO FINANCIAL STATEMENTS

December 31, 1993

NOTE 4 - UNREALIZED APPRECIATION:

Unrealized appreciation on securities held by Seattle First National Bank is as follows:

	1993	1992
Market Value, December 31 Cost, December 31	\$ 18,439,579.27 12,659,202.58	\$ 17,524,884.00 11,461,066.66
Net Unrealized Appreciation	\$ 5,780,376.69	\$ 6,063,817.34

NOTE 5 - SHAREHOLDERS:

The fund acts as an open-end mutual fund with current year activity as follows:

		Number of Shares	-	Per Share Value
Shares outstanding 1-1-92	\$	212,514.850	\$	79.79
Shares purchased and dividends reinvested		12,799.921		
Shares redeemed	_	(14,405.171)		
Shares outstanding 12-31-92		210,909.600		84.77
Shares purchased and dividends reinvested		18,965.332		
Shares redeemed	-	(10,630.241)		
Shares outstanding 12-31-93	_	219,244.691	\$	85.32

NOTE 6 - DIVESTITURE OF CERTAIN STOCKS:

As decided by the Convention of the Diocese of Olympia, the James F. Hodges Diocesan Investment Fund has divested itself of all securities issued by companies that continued to do business in South Africa.

STATISTICS

	Members	Baptized		Confirmed		
	Prior to	Members		Comm. In	Bap	tisms
	Dec. 31	Dec. 31	Communicants	Good Standing	Adults	Chile
Parishes						
Aberdeen, St. Andrew	300	277	200	200	2	0
Auburn, St. Matthew	217	236	204	187	0	3
Bainbridge Is., Grace	0	116	117	0	0	6
Bainbridge Is., St. Barnabas	1,013	911	493	0	1	14
Bellevue, Resurrection	518	490	341	353	2	9
Bellevue, St. Margaret	872	853	694	459	0	16
Bellevue, St. Thomas	2,089	2,052	1,911	1,911	8	31
Bellingham, St. Paul*	1,183	1,203	790	1,175	2	19
Bremerton, St. Paul*	519	517	494	270	3	15
Burien, St. Elizabeth	285	280	260	254	0	0
Cathlamet, St. James	-2	-3	35	45	0	0
Centralia, St. John*	138	138	129	92	0	0
Chehalis, Epiphany	90	107	84	84	1	2
Edmonds, St. Alban	417	434	385	325	5	13
Everett, Trinity	725	736	671	556	5	24
Federal Wy., Good Shepherd	489	511	416	250	2	7
Freeland, St. Augustine	185	200	0	122	0	1
Gig Harbor, St. John	452	492	380	339	4	17
ssaquah, St. Michael	312	313	236	176	0	6
Kenmore, Redeemer	581	587	450	228	0	5
Kent, St. James	843	803	746	423	33	9
Kirkland, St. John	871	889	603	400	8	21
Longview, St. Stephen	637	659	563	403	1	3
Mercer Is., Emmanuel	768	762	800	800	1	7
Mt. Vernon, St. Paul	246	256	188	144	2	7
Oak Harbor, St. Stephen	362	362	210	115	2	15
Olympia, St. John	925	942	519	339	6	14
Orcas Is., Emmanuel	171	177	175	-73	3	3
Pt. Angeles, St. Andrew	431	439	378	308	4	-11
Poulsbo, St. Charles	376	392	291	252	3	13
Puyallup, Christ	537	538	450	450	2	9
Redmond, Good Samaritan	7	22	200	67	0	8
Renton, St. Luke	651	652	340	305	3	15
Seattle, Ascension	557	530	397	326	2	13
Seattle, Christ	352	330	314	314	0	17
Seattle, Epiphany	987	681	750	600	1	15
Seattle, Holy Apostles	-5	-23	30	25	1	0

¹⁹⁹³ Audit & Statistics

				Services of	of				Aver.	Pu	pils
Co	nfirmati	ons	Но	ly Commu	nion			Other	Attend.	Church	Day
Adults	Child.	Rec.	Sun.	Wkdys.	Priv.	Marriages	Burials	Serv.	4 key Sun.	School	School
	-										
0	0	0	86	34	77	3	12	18	122	8	0
3	0	0	101	40	100	1	5	49	146	. 43	0
0	0	0	35	0	0	2	1	21	69	12	0
0	0	1 1	104	123	32	8	17	36	203	78	60
2	0	0	100	143	112	8	2	16	181	53	32
5	0	1	149	167	17	11	7	5	392	150	0
5	13	0	148	181	232	24	23	206	682	108	189
0	0	0	2	3	0	14	24	6	426	125	62
1	0	0	175	189	149	5	6	79	345	111	0
0	0	0	122	53	25	2	2	19	146	26	0
1	0	0	97	61	120	4	7	14	91	42	0
2	0	0	84	25	12	1	0	0	51	21	0
5	5	0	174	56	3	8	10	44	218	29	0
0	0	0	102	170	55	9	23	13	227	79	8
0	0	0	106	74	34	3	6	46	254	77	80
6	0	6	103	58	0	0	1	152	113	1	52
13	1	0	107	61	10	8	6	14	230	71	0
6	2	0	103	19	22	0	3	6	139	38	0
0	0	0	104	103	50	1	5	2	180	87	0
18	0	4	102	91	33	13	13	45	397	191	40
0	0	0	141	67	109	12	8	19	383	98	52
0	0	0	104	43	69	8	10	12	219	59	0
0	0	0	106	92	40	6	13	30	260	50	150
1	0	1	101	60	23	3	7	22	139	20	0
0	0	0	100	112	122	4	4	20	217	45	0
3	0	0	103	100	28	2	13	25	328	84	0
0	0	0	101	59	9	8	8	30	95	18	0
2	0	0	157	92	138	6	12	52	176	38	0
13	2	15	150	95	28	15	7	0	203	47	0
5	0	1	96	89	16	6	8	0	219	63	0
, 0	0	0	53	49	3	1	1	3	123	70	0
0	7	0	103	115	81	18	14	36	154	28	0
2	0	0	105	129	154	6	11	67	254	80	0
4	0	0	152	114	82	7	9	2	213	32	0
0	1	0	102	98	70	20	20	211	312	97	. 0
4	0	0	50	1	0	0	0	3	14	4	. 0
7			00							•	

	Baptized					
	Members	Baptized		Confirmed		
	Prior to	Members		Comm. In	Bap	tisms
	Dec. 31	Dec. 31	Communicants	Good Standing	Adults	Child.
Seattle, St. Andrew	508	496	436	290	0	11
Seattle, St. Clement	151	183	173	119	0	5
Seattle, St. Dunstan	510	458	310	210	2	11
Seattle, St. John the Baptist	534	515	405	250	1	8
Seattle, St. Luke*	446	405	315	252	0	10
Seattle, St. Mark	1,547	1,613	0	0	9	28
Seattle, St. Paul	421	413	225	227	2	1
Seattle, St. Peter	195	189	74	65	0	0
Seattle, St. Stephen	1,133	1,158	1,100	803	0	33
Seattle, Trinity	418	413	380	305	2	14
Sequim, St. Luke	314	306	295	0	0	2
Shelton, St. David*	398	393	245	152	7	8
Snohomish, St. John	316	316	235	178	3	9
Tacoma, Christ	627	660	500	430	2	11
Tacoma, St. Andrew	332	355	525	152	1	11
Tacoma, St. Luke	692	672	581	581	5	8
Tacoma, St. Mary	557	544	477	405	0	6
Tacoma, St. Matthew	275	287	260	208	5	7
Vancouver, St. Luke	651	666	637	604	4	18
Vashon, Holy Spirit	320	320	250	203	0	5
Total	29,444	29,223	22,667	17,804	150	574
Missions						
Allyn, St. Hugh	59	67	64	55	1	0
Anacortes, Christ	141	151	131	110	0	0
Battle Ground, Holy Spirit*	109	109	0	0	0	0
Blaine, Christ	85	76	76	74	0	1
Camano Is., St. Aidan	146	171	151	150	0 -	3
Darrington, Transfiguration	31	30	28	22	0	0
Elma, St. Luke	34	35	29	26	0	1
Enumclaw, St. Catherine	82	85	68	. 75	2	3
Friday Harbor, St. David	152	152	52	55	0	1
Kent, St. Columba	205	226	226	178	0	3
Lacey, St. Benedict	555	582	560	400	3	12
Lopez, Grace	56	66	66	66	0	2
1 - 1 - 14	4.00					-

Lynnwood, Emmanuel*

Maple Valley, St. George

1993 Audit & Statistics

^{*}Indicates incomplete or obsolete data.

				Services					Aver.		pils
	nfirmatio		Ho	oly Commu				Other	Attend.	Church	Day
Adults	Child.	Rec.	Sun.	Wkdys.	Priv.	Marriages	Burials	Serv.	4 key Sun.	School	School
4	0	1	99	95	119	10	15	11	216	80	0
0	0	0	52	58	13	0	2	14	105	38	0
1	0	0	121	72	31	17	13	62	0	42	0
1	0	0	82	61	141	3	15	76	155	80	0
3	2	2	107	65	272	9	1	5	231	45	0
19	11	6	208	217	126	22	19	66	1,216	163	29
4	0	4	96	365	154	2	7	40	165	23	0
0	0	0	59	16	25	0	4	14	52	6	0
1	3	0	156	159	59	8	26	61	385	180	0
4	0	0	107	233	31	7	10	122	220	12	0
0	0	0	99	52	47	3	6	16	201	29	0
5	1	0	108	40	37	7	16	42	132	64	0
3	3	0	93	40	41	3	2	11	130	40	0
4	0	1	98	109	99	5	11	26	196	72	0
0	0	0	98	26	45	3	8	0	203	52	0
0	0	0	88	64	8	6	9	12	179	58	97
7	0	7	125	128	50	4	8	38	334	57	0
5	0	0	127	114	27	8	2	8	146	76	0
0	0	0	160	80	90	5	13	19	187	69	0
0	0	0	123	71	56	5	7	22	135	25	0
162	51	50	6,079	5,042	3,530	374	517	1,995	12,552	3,411	905
3	0	1	54	4	12	0	0	0	66	7	0
0	0	0	96	11	27	0	0	0	95	9	0
0	0	0	0	0	0	0	0	0	0	0	0
5	0	0	52	35	8	0	2	388	43	21	0
1	2	0	107	51	14	0	3	2	95	24	0
0	0	0	45	1	6	0	. 1	5	21	0	0
0	0	0	35	4	0	2	1	20	24	9	0
2	2	0	48	53	4	1	3	17	47	15	0
5	0	0	97	12	3	1	2	0	57	10	0
2	0	1	68	37	5	1	3	5	94	44	0
2	5	2	116	87	44	4	4	9	238	66	0
0	0	0 .	52	6	6	0	2	0	44	6	0
0	0	0	52	4	0	0	0	0	46	19	0
0	0	0	52	19	0	1	2	20	43	0	0

	Baptized Members Prior to	Baptized Members		Confirmed Comm. In	Bap	tisms
_	Dec. 31	Dec. 31	Communicants	Good Standing	Adults	Child.
Marysville, St. Philip	157	160	106	69	7	1
Meadowdale, Sts. Hilda & Patrio		154	0	119	1	2
Mill Creek, St. Francis	252	261	261	146	1	8
Monroe, Our Saviour	89	98	91	99	1	5
Montesano, St. Mark	36	40	20	33	0	5
Olympia, St. Christopher	69	77	63	30	1	1
Pt. Orchard, St. Bede	184	198	181	144	0	3
Pt. Townsend, St. Paul	271	278	190	152	2	10
Redmond, Holy Cross	581	622	377	294	1	11
Seattle, All Saints	174	80	64	83	1	1
Seattle, St. David	183	173	43	39	1	0
Seattle, St. George	160	154	199	95	2	7
Seaview, St. Peter	95	103	74	63	1	1
Sedro Woolley, St. James*	131	134	87	87	0	3
Silverdale, St. Antony	148	147	82	71	0	1
Snoqualmie, St. Clare*	57	61	43	25	0	0
South Bend, St. John	50	52	0	59	2	0
Tacoma, All Saints	151	160	119	119	4	6
Tacoma, Holy Family *	100	100	0	37	0	0
Tacoma, Sts. Joseph & John	174	160	138	117	0	1
Tahuya, St. Nicholas	33	34	33	27	0	0
Vancouver, All Saints	234	251	170	110	2	4
Vancouver, Good Shepherd	654	674	674	304	1	7
Washougal, St. Anne	60	67	60	38	0	0
Westport, St. Christopher	26	46	32	42	1	5
Total	6,131	6,225	4,634	3,688	35	113
Grand Total	35,575	35,448	27,301	21,492	185	687

^{*}Indicates incomplete or obsolete data.

Services of								Aver.	Pupils		
Co	nfirmati	ons	Ho	ly Commi	union			Other	Attend.	Church	Day
Adults	Child.	Rec.	Sun.	Wkdys.	Priv.	Marriages	Burials	Serv.	4 key Sun.	School	School
0	0	0	91	35	9	2	6	9	75	21	0
0	0	0	98	24	6	4	3	115	140	69	0
3	4	1	104	63	30	3	3	21	147	75	0
2	0	0	55	24	4	1	1	6	. 56	14	0
0	0	0	28	3	0	0	3	24	22	2	0
1	0	0	52	3	6	1	3	0	52	8	0
0	0	0	53	50	26	3	4	10	111	50	0
0	0	0	100	66	12	2	7	3	118	15	0
1	6	0	184	69	20	5	11	31	320	157 .	0
6	0	0	104	43	51	1	2	365	53	3	0
0	0	0	69	39	0	0	1	17	27	0	0
0	0	0	109	19	24	2	6	16	103	40	0
1	0	0	50	_ 53	16	0	3	29	42	18	0
1	4	0	101	29	16	5	1	4	60	29	0
1	4	0	102	8	7	0	0	7	65	11	0
1	0	0	52	7	6	1	0	2	31	17	0
0	0	1	36	3	1	3	3	15	26	2	0
4	0	0	100	10	84	2	3	32	88	7	0
0	0	0	20	1	0	2	1	30	102	73	. 0
0	0	0	105	58	22	0	3	6	86	16	0
1	0	1	26	2	4	0	1	28	22	5	0
0	0	0	101	16	20	3	0	107	111	45	0
0	0	0	154	164	74	8	8	75	353	134	0
1	0	0	49	4	0	3	3	. 0	37	11	0
8	0	1	46	8	2	4	4	8	40	16	0
51	27	8	2,863	1,125	569	65	103	1,426	3,217	1,068	0
213	78	58	8,942	6,167	4,099	439	620	3,421	15,769	4,479	905

Revenues

	Pledging Units	Pledged For Next Year	Plate and Pledge	Total Operating Revenues	Total Non- Operating Revenues	Total Revenues
Parishes						
Aberdeen, St. Andrew	78	76,540	83,598	101,245	20,254	121,499
Auburn, St. Matthew	65	90,095	94,692	95,255	14,240	109,495
3ainbridge Is., Grace	57	75,000	43,721	44,311	0	44,311
3ainbridge Is., St. Barnabas	165	191,000	173,013	191,805	0	191,805
3ellevue, Resurrection	0	0	198,139	202,580	3,144	205,724
3ellevue, St. Margaret	209	340,490	361,027	372,228	18,077	390,305
3ellevue, St. Thomas	585	726,218	713,016	728,466	155,138	883,604
3ellingham, St. Paul*	255	242,200	291,353	298,696	37,713	336,409
3remerton, St. Paul*	125	173,000	170,483	235,615	19,681	255,296
3urien, St. Elizabeth	103	100,688	112,561	128,902	6,809	135,711
Cathlamet, St. James	0	0	6,639	9,478	5,128	14,606
Centralia, St. John*	48	40,372	45,512	52,400	10,707	63,107
Chehalis, Epiphany	26	31,981	30,062	110,337	2,816	113,193
Edmonds, St. Alban	120	137,370	142,598	148,101	3,482	151,583
Everett, Trinity	100	210,000	247,679	256,098	44,566	300,664
Federal Way, Good Shephero	1 105	178,425	191,080	207,097	39,816	246,913
Freeland, St. Augustine	84	101,304	100,415	107,442	32,883	140,325
Gig Harbor, St. John	111	132,836	141,711	143,614	22,391	166,005
ssaquah, St. Michael	71	69,000	95,839	106,582	2,403	108,985
(enmore, Redeemer	85	122,246	128,682	136,731	48,209	184,940
(ent, St. James	179	222,245	247,275	314,987	0	314,987
(irkland, St. John	225	256,699	266,963	266,963	25,221	292,184
Longview, St. Stephen	123	195,000	192,456	212,517	8,620	221,137
√lercer Is., Emmanuel	237	293,943	318,621	332,480	70,322	402,802
√lt. Vernon, St. Paul	106	88,479	91,183	105,075	42,271	147,346
Dak Harbor, St. Stephen	89	157,832	171,896	175,173	23,381	198,554
Olympia, St. John	232	262,063	276,316	299,674	55,562	355,236
Orcas Is., Emmanuel	75	73,250	77,963	109,278	1,089	110,367
Pt. Angeles, St. Andrew	113	96,998	112,441	120,699	7,725	128,424
Poulsbo, St. Charles	60	94,000	137,456	154,578	853	155,431
² uyallup, Christ	121	127,470	127,284	138,024	3,245	141,269
Redmond, Good Samaritan	60	64,465	39,489	40,086	9,894	49,980
Renton, St. Luke	0	0	125,396	144,933	10,478	155,411
Seattle, Ascension	176	176,774	194,906	221,274	17,890	239,164
Seattle, Christ	137	147,924	172,594	198,594	7,724	206,318
Seattle, Epiphany	276	382,874	400,976	498,724	18,562	517,286

^{*}Indicates incomplete or obsolete data.

			Lypenc	illuica		
Operating Expenses	Total Work Within Cong.	To Diocese & Gen. Church	Outreach	Total Work Outside Cong.	Total Exp. Operating Accounts	Net Disposable Budget Income
80,690	80,690	18,792	300	39,347	120,037	101,245
72,535	75,101	17,076	935	20,117	95,218	95,255
23,644	27,082	2,007	4,430	7,363	34,445	44,311
168,169	168,169	41,000	4,272	45,272	213,441	191,805
169,951	169,951	32,955	10,445	43,400	213,351	202,580
299,793	312,811	63,084	4,863	73,395	386,206	372,228
607,400	607,400	130,008	27,175	273,748	881,148	728,466
209,661	238,213	31,476	16,031	55,352	293,565	298,696
207,213	212,982	22,332	4,246	28,742	241,724	235,615
95,873	95,873	23,556	5,172	28,728	124,601	128,902
5,798	9,511	250	660	974	10,485	9,478
54,501	60,715	10,131	4,165	15,482	76,197	51,400
72,481	72,481	9,840	27,202	39,853	112,334	110,377
113,821	113,821	26,880	7,095	33,975	147,796	148,101
182,104	182,104	45,649	0	46,899	229,003	256,098
137,232	156,275	29,112	2,450	94,372	250,647	207,097
99,874	106,073	21,252	25,962	50,678	156,751	107,442
112,704	132,904	22,308	2,070	33,300	166,204	143,614
91,001	91,801	14,664	0	14,680	106,481	100,534
109,697	109,697	27,108	2,556	30,592	140,289	136,731
245,454	245,454	43,167	17,200	60,367	305,821	314,987
203,570	233,413	46,500	4,100	56,735	290,148	266,963
171,572	173,772	45,324	10,200	63,014	236,786	212,517
252,191	252,191	60,649	51,692	114,616	366,807	332,480
83,674	85,815	21,168	6,109	32,498	118,313	105,075
152,108	152,108	28,788	16,823	46,664	198,772	175,173
229,359	287,741	63,456	19,166	95,467	383,208	299,674
84,286	84,371	18,720	618	19,338	103,709	107,853
100,051	100,121	23,792	3,485	28,735	128,856	120,699
126,174	126,174	22,613	0	23,033	149,207	154,578
112,123	112,123	19,512	691	22,862	134,985	138,024
24,624	24,624	13,781	670	14,540	39,164	40,086
113,353	113,353	25,404	5,055	43,246	156,599	144,656
162,074	173,110	40,160	19,767	72,400	245,510	220,832
159,388	163,505	39,520	8,950	50,826	214,331	198,594
378,962	378,962	91,620	13,571	105,191	484,153	498,724

			Revenues			
		Pledged	Plate	Total	Total Non-	
	Pledging	For	and	Operating	Operating	Total
	Units	Next Year	Pledge	Revenues	Revenues	Revenues
Seattle, Holy Apostles	9	6,500	7,924	51,528	497	52,025
Seattle, St. Andrew	169	187,959	175,185	201,611	27,470	229,081
Seattle, St. Clement	57	67,300	74,586	79,870	5,127	84.997
Seattle, St. Dunstan	141	124,177	145,855	158,713	76,104	234,817
Seattle, St. John the Baptist	144	102,019	110,850	150,033	1,164	151,197
Seattle, St. Luke*	75	150,788	337.503	341,273	46,965	388,238
Seattle, St. Mark	479	474,082	481,021	748,179	955,344	1,703,523
Seattle, St. Paul	104	125,701	176,410	198,546	20,340	218,886
Seattle, St. Peter	37	26,987	45.214	50,686	20,521	71,207
Seattle, St. Stephen	0	0	428,132	471,480	427,783	899,263
Seattle, Trinity	210	119,225	154,353	324,205	59,698	383,903
Seguim, St. Luke	147	125,548	131,236	132,743	106,760	239,503
Shelton, St. David*	64	82,000	84,672	107,017	21,157	128,174
Snohomish, St. John	0	. 0	126,952	138,785	4,944	143,729
Tacoma, Christ	131	160,000	181,021	246,579	2,602	249,181
Tacoma, St. Andrew	91	126450	136,645	141,029	3,551	144,580
Tacoma, St. Luke	144	149,870	151,837	172,579	7,878	180,457
Tacoma, St. Mary	216	320,000	308,803	317,159	26,688	343,847
Tacoma, St. Matthew	74	131,073	128,925	131,643	18,554	150,197
Vancouver, St. Luke	126	112,976	129,324	148,220	47,365	195,585
Vashon, Holy Spirit	54	69,962	80,092	82,169	11,967	94,136
Total	7,063	8,341,398	9,921,575	11,404,129	2,682,773	14,086,902

^{*}Indicates incomplete or obsolete data.

						Net
	Total Work			Total Work	Total Exp.	Disposable
Operating	Within	To Diocese		Outside	Operating	Budget
Expenses	Cong.	& Gen. Church	Outreach	Cong.	Accounts	Income
54,385	54,385	0	0	391	54,776	11,529
169,226	175,248	37,543	3,797	45,036	220,284	201,611
70,329	74,612	12,130	3,831	18,468	93,080	79,870
125,402	141,232	34,404	2,807	37,743	178,975	158,713
117,350	117,350	31,644	3,100	35,908	153,258	150,033
243,330	243,330	71,388	24,223	142,576	385,906	341,273
729,838	2,032,258	131,988	25,500	238,357	2,270,615	688,634
193,260	260,793	0	1,437	4,032	264,825	198,546
48,790	48,790	9,378	19,391	29,864	78,654	50,686
357,503	684,681	80,031	12,626	92,657	777,338	471,480
268,075	276,400	- 61,072	1,901	69,574	345,974	318,701
100,594	195,732	18,636	1,100	22,552	218,284	132,743
100,765	118,219	13,624	4,487	18,111	136,330	96,777
98,797	112,703	24,804	1,200	26,004	138,707	138,785
176,497	177,787	37,188	6,037	44,627	.222,414	202,707
99,120	99,120	25,764	13,500	42,815	141,935	141,029
121,138	130,377	33,720	6,078	41,538	171,915	172,579
221,074	225,896	43,656	38,755	85,091	310,987	317,159
108,075	108,075	22,560	11,259	37,925	146,000	131,643
117,023	155,551	30,278	7,874	39,978	195,529	148,220
65,785	65,785	19,496	329	32,640	98,425	82,169
9,099,461	11,228,815	1,932,958	517,358	2,931,688	14,160,503	11,235,777

Revenues

	Pledging Units	Pledged For Next Year	Plate and Pledge	Total Operating Revenues	Total Non- Operating Revenues	Total Revenues
Missions						
Allyn, St. Hugh	35	60,916	2,974	57,681	16,532	74,213
Anacortes, Christ	49 .	54,340	58,472	59,208	11,691	70,899
Battle Ground, Holy Spirit*	0 .	0	0	0	0	0
Blaine, Christ	31	35,584	39,476	58,376	3,921	62,297
Camano Is., St. Aidan	55	60,418	61,935	80,023	0	80,023
Darrington, Transfiguration	12	6,000	5,439	8,969	750	9,719
Elma, St. Luke	13	11,800	9,786	13,674	390	14,064
Enumclaw, St. Catherine	23	22,872	22,988	43,476	309	43,785
Friday Harbor, St. David	32	36,894	50,151	55,920	2,927	58,847
Kent, St. Columba	70	71,659	66,597	92,894	62,944	155,838
Lacey, St. Benedict	123 .	139,304	150,584	194,676	15,107	209,783
Lopez, Grace	34	37,095	36,631	39,592	20,819	60,411
Lynnwood, Emmanuel*	0	0	43,562	61,731	0	61,731
Maple Valley, St. George	11	12,908	17,382	23,404	5,279	28,683
Marysville, St. Philip	40	57,000	52,642	82,011	1,150	83,161
Meadowdale, Sts. Hilda/Patr	rick 75	69,303	67,942	88,157	9,297	97,454
Mill Creek, St. Francis	63	110,000	127,831	127,831	11,974	139,805
Monroe, Our Saviour	36	43,202	34,909	50,889	12,085	62,974
Montesano, St. Mark	10	4,680	7,486	13,753	0	13,753
Olympia, St. Christopher	26	18,500	17,448	17,536	78	17,614
Pt. Orchard, St. Bede	44	51,128	53,839	57,513	20,625	78,138
Pt. Townsend, St. Paul	75	75,134	88,634	93,474	98,057	191,531
Redmond, Holy Cross	165	181,636	161,023	178,351	101,492	279,843
Seattle, All Saints	50	32,000	31,859	39,716	0	39,716
Seattle, St. David	24	20,604	21,210	25,025	744	25,769
Seattle, St. George	61	82,800	90,473	92,076	12,557	104,633
Seaview, St. Peter	28	28,266	30,514	73,469	2,171	75,640
Sedro Woolley, St. James*	35	46,731	48,348	51,985	14,696	66,681
Silverdale, St. Antony	30	51,752	52,746	64,947	1,738	66,685
Snoqualmie, St. Clare*	15	16,206	21,925	41,871	363	42,234
South Bend, St. John	16	8,800	12,252	14,253	0	14,253
Tacoma, All Saints	56	49,256	56,476	71,315	576	71,891
Tacoma, Holy Family*	1	1,040	2,138	27,579	132	27,711
Tacoma, Sts. Joseph & John	62	73,500	80,285	88,189	4,774	92,963
*Indicates incomplete or obs	olete data.					

¹⁹⁹³ Audit & Statistics

			Exponditation			Net
Operating Expenses	Total Work Within Cong.	To Diocese & Gen. Church	Outreach	Total Work Outside Cong.	Total Exp. Operating Accounts	Disposable Budget Income
43,589	43,589	6,324	25	6,349	49,938	49,682
57,453	57,763	9,264	1,250	12,074	69,837	59,208
0	0	0	0	0	0	0
59,470	59,470	2,250	10	2,675	62,145	40,376
67,624	67,624	12,144	0	12, 192	79,816	64,523
6,553	6,771	1,140	908	2,798	9,569	5,969
8,398	8,398	3,324	570	3,969	12,367	13,674
35,221	35,221	7,212	0	7,538	42,759	27,277
54,076	63,058	- 11,784	50	12,901	75,959	54,850
99,080	149,666	17,028	656	18,534	168,200	80,894
136,830	153,118	21,564	11,807	36,082	189,200	184,676
42,641	42,641	7,380	2,894	10,274	52,915	37,093
45,534	45,534	10,038	3,439	13,477	59,011	43,674
17,954	19,654	4,212	233	5,081	24,735	18,904
66,610	75,610	16,631	0	17,436	93,046	68,012
78,454	81,719	15,328	773	16,592	98,311	68,657
102,465	102,465	23,172	2,026	25,198	127,663	127,831
48,718	49,377	6,984	6,592	14,320	63,697	39,389
8,554	8,554	1,272	0	1,272	9,826	13,753
14,556	14,556	3,636	100	3,736	18,292	17,536
46,829	47,725	10,380	627	11,763	59,488	55,014
76,241	119,945	16,068	1,400	17,468	137,413	93,255
161,088	249,814	23,000	12,448	40,858	290,672	178,351
37,245	37,245	7,572	0	7,955	45,200	34,727
23,750	23,750	612	566	1,178	24,928	24,640
80,329	82,169	19,932	2,776	24,130	106,299	92,076
58.362	58,362	15,816	0	17,987	76,349	55,469
35,089	43m859	8,136	2,191	20,520	64,379	49,785
45,097	45,097	17,595	1,828	19,473	64,570	54,948
33,307	34,084	2,338	2,072	4,820	38,904	25,871
8,795	8,795	3,204	0	3,204	11,999	13,753
58,996	60,053	15,456	0	16,032	76,085	64,316
23,201	23,672	600	676	1,276	24,948	17,579
61,089	64,401	14,964	1,845	18,872	83,273	81,647

Revenues

	Pledging	Pledged For	Plate	Total Operating	Total Non- Operating	Total
	Units	Next Year	Pledge	Revenues	Revenues	Revenues
Tahuya, St. Nicholas	17	13,000	15,134	20,630	0	20,630
Vancouver, All Saints	56	75,000	80,396	107,278	30,000	137,278
Vancouver, Good Shepherd	145	289,428	327,512	325,566	46,192	371,758
Washougal, St. Anne	24	0	35,928	52,870	16,708	69,578
Westport, St. Christopher	4	7,000	9,818	11,273	0	11,273
Total	1,646	1,955,756	2,094,745	2,607,181	526,078	3,133,259
Grand Total	8,719	10,297,154	12,016,320	14,011,310	3,208,851	17,220,161

^{*}Indicates incomplete or obsolete data.

Operating	Total Work Within	To Diocese		Total Work Outside	Total Exp.	Net Disposable Budget
Expenses	Cong.	& Gen. Church	Outreach	Cong.	Accounts	Income
12,964	12,964	3,421	1,477	4,898	17,862	20,630
109,000	109,000	15,780	3,220	19,000	128,000	92,228
197,793	249,198	43,812	32,556	122,560	371,758	325,566
42,171	58,658	10,500	526	11,529	70,187	43,070
7,631	9,179	2,052	300	2,452	11,631	11,273
2,112,757	2,422,758	413,325	95,841	588,473	3,011,231	2,350,176
11,212,218	13,651,573	2,346,283	613,199	3,520,161	17,171,734	13,585,953













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